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Problems in Operating Shifts

WHAT changes in shift operation will be necessary in the postwar transition period? Some indication of the nature of the problem can be had by reviewing prevailing practice.¹

The problem of arranging shifts for continuous plant operation is not entirely mathematical. To arrange schedules so that each person will work the required number of hours and to keep each department going continuously is also a human problem. Maximum productivity is maintained around the clock only when such considerations as Sunday and holiday work and adequate time off have been worked out.

Summarized results of the analysis of shift plans for both men and women in fifty-eight companies are shown on pages 60 and 61. Neither the type of industry nor the geographic location of the plant seems to create a specific rule for shift policy.

ROTATION

In a study of shift practices in 193 companies conducted in 1941,² it was found that 43 companies rotated shifts at regular intervals; 120 did not, and 12 companies rotated shifts in some departments but not throughout. In a similar study made in 1942 covering 185 companies,³ 50 companies rotated shifts, 12 followed different policies in different departments and 120 companies assigned shifts on a nonrotating basis. Rotation schedules must satisfy both employer and employee if they are to become a medium of good production. The changing of an individual from a day shift to a night shift is more

complex than changing an hourly schedule. Since sleeping and eating habits are affected, the change from one shift to another may cut down a person's efficiency no matter how determined to adapt himself to a new shift routine he may be.

Experience seems to indicate that periods on a particular shift should be relatively long to give the worker time to accustom himself to the routine involved. Breaks of at least forty-eight hours between changes are advisable to give him time to obtain enough rest before going on a new schedule. A well worked-out plan covering a three-month period is shown on page 62.

Another system of shift rotation which has worked satisfactorily in large war production plants provides for seven days straight work on the day shift, a day off and then seven days on the afternoon shift, two days off and then seven days on the night shift. The worker then gets four days off, generally at a week end. Over a four-week period this plan distributes wages, hours and night work equally.

The evidence on the effects of frequent changes from day to night work is conflicting. Some physiologists feel that the difficulty in changing eating and sleeping habits makes frequent shift rotation a hazard to health, which, in turn, results in reduced output and absenteeism. They observe that fatigue increases on night work, which also tends to create a 24-hour schedule of too much work and little play.

Employees working on definite rotating shift schedules know in advance when shift changes are to be made. Occasionally, sudden changes in schedule are made, for which the employee suffers. In this connection, an unusual penalty clause was inserted in a recent collective bargaining agreement between the Bethlehem Steel Company (shipbuilding division) and the Industrial Union of Marine and Ship-

building Workers (CIO). It reads: "In the event an employee on new construction work shall be transferred from one shift to another during his regular work week, such employee shall be paid at time and a half for first eight hours' work after such transfer unless notice is given forty-eight or more hours in advance of the starting time of the shift to which he is being transferred. Notice shall be given at the end of the shift."

Long working hours which approach the limit of physical endurance retard production. Men are generally able to stand longer working hours than women. Nevertheless, men and women are working side by side in the majority of plants today. Thus, the plan most used is that of three shifts of eight hours each, six days a week.

In plants where the workers are rotated on these shifts, the period between changes varies from one week to three or four weeks. In some companies with this three-shift program, a fourth crew is employed as a swing or relief shift to round out the work week allowing each person time off, but occasionally a regular shift will take a turn as the swing crew.

SWING SHIFTS

There is a difference of opinion as to what actually constitutes a swing shift. It is difficult to set down a specific definition for the term, for, until recently, the accepted use of the swing shift was to round out a work week of a required number of hours so as to eliminate overtime work. In this sense, then, it is a relief shift.

Some interpretations give the impression that the swing shift is one that begins work in the late afternoon and ends about midnight. This interpretation has become so highly publicized during this war that it seems to have pretty firm acceptance by industrialists and employees. In the case of a three-shift plan, according to this version, it would be the second shift. This is true in the RCA Victor

¹In this study, fifty-eight selected companies are represented. They constitute a cross section drawn from six major industries and their experience presents a broad picture of prevailing shift policy.

²Additional data regarding shift schedules will be found in Conference Board Reports, *Studies in Personnel Policy*, No. 59, "Personnel Practices in Factory and Office, II," pp. 8 and 9.

³*Studies in Personnel Policy*, No. 35, "Shift Operation Under Defense Conditions."

⁴*Studies in Personnel Policy*, No. 40, "Shift Practice in War Industry."

SHIFTS FOR MEN

FIRST SHIFT				SECOND SHIFT																THIRD SHIFT							
TYPE OF INDUSTRY	NO. OF COS.	HOURS																		MINUTES							
		ON	OFF	6	7	A.M.				NOON				P.M.				MIDNIGHT				A.M.				8	9	REST	LUNCH
AUTOMOTIVE	1	12	12																	10	30						
	1	8	16																	-	30						
	1	8	16																	15	20						
	2	8	16																	-	15						
	3	8	16																	-	30						
AIRCRAFT	1	8	16																	10	30						
	1	8	16																	-	30						
	1	8	16																	-	30						
	1	8	16																	7	30						
	1	8	16																	10	30						
	1	10	14																	5	30						
	1	8	16																	-	30						
ELECTRICAL	1	4	20																	-	-						
	1	8	16																	5	30						
	1	9	15																	-	30						
	1	10	14																	-	45						
	1	11	13																	15	30						
	1	8	16																	10	30						
	1	8	16																	10	30						
	1	12	12																	-	30						
	1	8	16																	20	30						
	1	8	16																	-	30						
	1	8	16																	-	30						
MACHINE TOOLS	1	8	16																	10	30						
	1	10	14																	10	30						
	1	10	14																	15	35						
	1	10	14																	10	60						
	1	8	16																	-	30						
	1	8	16																	-	30						
	1	8	16																	15	30						
	2	8	16																	10	30						
	2	8	16																	15	30						
	METALS	1	9	15																	-	30					
1		9	15																	15	45						
1		10	14																	15	30						
1		10	14																	-	60						
5		8	16																	-	-						
8		8	16																	-	-						
SHIP-BUILDING	1	8	16																	-	25						
	1	8	16																	-	30						
	1	8	16																	-	30						
	1	10	14																	-	-						
	1	8	16																	-	15						
	1	8	16																	-	-						

(-) DENOTES NO REGULAR SCHEDULE

[illegible]

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plant of the Radio Corporation of America at Camden, New Jersey, where existing shift plans have successfully been in operation for ten years.

WOMEN ON SHIFTS

Although many women are reluctant to work at night, some women actually prefer the night shift. Generally, employers have found a nonrotation shift plan for women most efficient, thus obviating frequent changes in arrangements for families.

Summary of Shift Data

Companies	Shifts	8 Hours	10 Hours	12 Hours	Half Shifts
Men					
3.....	2	..	..	X	..
9.....	2	..	X	..	..
5.....	2	X	..	..	..
4.....	1	X	..	..	..
36.....	3	X	..	..	..
1.....	4	..	..	..	X
Women					
4.....	1	X	..	..	..
9.....	2	X	..	..	..
40.....	3	X	..	..	..
5.....	1	..	..	X	..

In an Eastern aircraft plant, special consideration is given to shift plans for women by providing an alternating weekly schedule. Here a woman may start work one week at 8 a.m. and stop at 6:30 p.m. or she may start at 6:30 p.m. and work until 5 a.m. This 10-hour schedule is followed for five days, Monday through Friday, and eight hours are worked on Saturday, to make a week totaling fifty-eight hours. The next week each woman gets a full day off, thus making either a 48-hour or 50-hour week, depending on whether the day off falls on Saturday, the 8-hour day, or during the week on a 10-hour day. It is carefully worked out so that half the women are off each Saturday.

A plan working well in another company provides that all women hired be put on the night shift for ten hours of work a night, Monday through Friday. There is no Saturday work, so the long week end with three full days and two nights compensates for the night shift. The employee reaction to this is good.

Actually, a greater number of plants operate on a nonrotating basis. One opinion that is representative is that the greatest total production can be obtained by using two shifts of ten hours each rather than three 8-hour shifts. In localities where there are manpower shortages a one- or two-shift plan is necessary. But employers often prefer a 10-hour shift

plan because the unscheduled time is needed for repair and maintenance. Again, other companies are motivated by a desire to increase employees' "take-home" pay by means of the overtime involved.

A survey made by the Industrial Relations Department of Princeton University¹ reports that the general opinion on a 60-hour week (two 10-hour shifts, six days a week) is that this shift procedure results in maximum productivity where there is a minimum of skilled labor. Crews can hold to this schedule indefinitely and, generally speaking, employee reaction is good. However, the Princeton report also shows that as time goes on accidents and absences increase. One plant in Connecticut, operating two 10-hour shifts in rotation, cut down a tendency toward absenteeism with one 10-hour shift for three days, two days of 8-hour shifts, and five hours on Saturday.²

A 12-hour shift is generally used only in connection with a 5-day week. Even though shifts have been lengthened from necessity in some cases, scientific studies of industrial fatigue have shown the soundness of shorter working hours. The 12-hour shift is neither common nor popular.

SHORT SHIFTS

Half-shift operation was started as an experiment in tight labor situations. It has gained headway slowly since it doubles employment problems, but employers are accepting it where labor needs exceed available manpower. The principle of the half or split shift has a great deal of merit wherever housewives or professional people are available. Monotonous and heavy jobs have been successfully undertaken by part-timers who have energy to expend in half a shift period that they would not have for a whole shift. These persons are usually engaged in other occupations and, as a rule, have had no previous shop experience. The high output of white collar workers on split shifts is attributed to the intelligence and interest they show, along with the fact that the short hours do not create over-fatigue. Two large Rhode Island war production plants, among others, have adopted the plan and report successful results.

One Connecticut plant has split shifts and employs two persons working half time instead of one person full time. This is done on the 3 p.m.-11 p.m. shift because more part-time workers are available during those hours. This sometimes means a double training problem for the foremen,

¹Industrial Relations Section, Dept. of Economics Princeton University, "Optimum Hours of Work in War Production."

²United States Chamber of Commerce, "10-Hour Workday in Factories."

Sample Shift Schedule

1943-1944 FIRST SHIFT - MAN SCHEDULE							
Week Starting	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.
Nov 19	7A-3P	7A-3P	7A-7P	7A-7P	7A-3P	X	7A-3P
Nov 26	7A-3P	7A-7P	7A-7P	7A-3P	X	7A-3P	7A-3P
Dec 3	7A-7P	7A-7P	7A-3P	X	7A-3P	7A-3P	7A-7P
Dec 10	7A-7P	7A-3P	X	7A-3P	7A-3P	7A-7P	7A-7P
Dec 17	7A-3P	X	7A-3P	7A-3P	7A-7P	7A-7P	7A-3P
Dec 24	X	X	7A-7P	7A-3P	7A-3P	7A-3P	7A-3P
Dec 31	7A-3P	X	7A-3P	7A-3P	7A-3P	X	7A-3P
Jan 7	7A-3P	7A-7P	7A-7P	7A-3P	X	7A-3P	7A-3P
Jan 14	7A-7P	7A-7P	7A-3P	X	7A-3P	7A-3P	7A-7P
Jan 21	7A-7P	7A-3P	X	7A-3P	7A-3P	7A-7P	7A-7P
Jan 28	7A-3P	X	7A-3P	7A-3P	7A-7P	7A-7P	7A-3P
Feb 4	X	7A-3P	7A-3P	7A-7P	7A-7P	7A-3P	X

X INDICATES DAY OFF

1943-1944 SECOND SHIFT - MAN SCHEDULE							
Week Starting	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.
Nov 19	3P-11P	3P-11P	7P-7A	X	3P-11P	7A-7P	3P-11P
Nov 26	3P-11P	7P-7A	X	3P-11P	7A-7P	3P-11P	3P-11P
Dec 3	7P-7A	X	3P-11P	7A-7P	3P-11P	3P-11P	7P-7A
Dec 10	X	3P-11P	7A-7P	3P-11P	3P-11P	7P-7A	X
Dec 17	3P-11P	7A-7P	3P-11P	3P-11P	7P-7A	X	3P-11P
Dec 24	7A-3P	X	X	3P-11P	3P-11P	3P-11P	3P-11P
Dec 31	X	X	3P-11P	3P-11P	3P-11P	7A-7P	3P-11P
Jan 7	3P-11P	7P-7A	X	3P-11P	7A-7P	3P-11P	3P-11P
Jan 14	7P-7A	X	3P-11P	7A-7P	3P-11P	3P-11P	7P-7A
Jan 21	X	3P-11P	7A-7P	3P-11P	3P-11P	7P-7A	X
Jan 28	3P-11P	7A-7P	3P-11P	3P-11P	7P-7A	X	3P-11P
Feb 4	7A-7P	3P-11P	3P-11P	7P-7A	X	3P-11P	7A-7P

X INDICATES DAY OFF

1943-1944 THIRD SHIFT - MAN SCHEDULE							
Week Starting	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.
Nov 19	11P-7A	11P-7A	X	7P-7A	11P-7A	7P-7A	11P-7A
Nov 26	11P-7A	X	7P-7A	11P-7A	7P-7A	11P-7A	11P-7A
Dec 3	X	7P-7A	11P-7A	7P-7A	11P-7A	11P-7A	X
Dec 10	7P-7A	11P-7A	7P-7A	11P-7A	11P-7A	X	7P-7A
Dec 17	11P-7A	7P-7A	11P-7A	11P-7A	X	7P-7A	11P-7A
Dec 24	X	X	7P-7A	11P-7A	11P-7A	11P-7A	11P-7A
Dec 31	X	X	11P-7A	11P-7A	11P-7A	7P-7A	11P-7A
Jan 7	11P-7A	X	7P-7A	11P-7A	7P-7A	11P-7A	11P-7A
Jan 14	X	7P-7A	11P-7A	11P-7A	11P-7A	11P-7A	X
Jan 21	7P-7A	11P-7A	7P-7A	11P-7A	11P-7A	X	7P-7A
Jan 28	11P-7A	7P-7A	11P-7A	11P-7A	X	7P-7A	11P-7A
Feb 4	7P-7A	11P-7A	11P-7A	X	7P-7A	11P-7A	7P-7A

X INDICATES DAY OFF

but training periods are usually short and companies report that training costs for part-timers are negligible.

There is some feeling that industry must get away from too much rigidity in thinking of shift procedure. For some operations, there is no reason why everyone must start at the same time. Staggered hours are a possibility worth consideration.

On the other hand, a recent decision of the Regional War Labor Board of Atlanta, Georgia,¹ orders the company involved to discontinue the 4-hour shift plan. The board held: "The split shift appears to be a survival of a system opposed to the modern idea of a living wage and to be a dangerous practice which could both hoard labor and depress wages. The benefits of added income to some should not offset the needs of those who require full-time work."

¹Washington Daily Reporter, Case of Pretlow Peanut Company, Inc., December 27, 1943.

Where nonrotating shift schedules are used, personal preferences on shifts are sometimes considered according to seniority. In one plant, if an employee is assigned to the night shift, and he cannot stand the strain physically, he is not assigned to another schedule. Workers are told of this procedure when they are hired.

REST PERIODS

The practice of granting regular rest periods is gaining as their value in overcoming fatigue becomes evident. Two periods of five or ten minutes during each shift have been found beneficial, particularly if there are facilities for dispensing food, such as milk, candy bars, sandwiches and hot beverages. Recent studies in both the United States and Great Britain have revealed that regular rest periods have greater benefits than those taken irregularly.

LUNCH PERIODS

In plants that have been enlarged tremendously during the past three years,

the lunch period often presents a problem, for lunchroom facilities are not always adequate. Some departments are so far from the lunchroom that a 30-minute period is not enough time, since more than half the time is consumed in getting to and from the lunchroom. The RCA plant in Camden, New Jersey, has solved this problem with the successful use of a lunch-wagon system. The lunch wagon is loaded with hot food as well as sandwiches and beverages and wheeled to each department where a cash register is set up and the entire department stops for a 30-minute period. Those departments near enough the cafeteria to get to it quickly can easily be served in thirty minutes.

On an 8-hour shift, the 30-minute lunch period is the general rule. For 10- or 12-hour shifts, some companies allow 45- to 60-minute lunch periods, as shown in Chart 1. The majority of lunch periods are not paid for by the company.

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Final Authority to Discharge

THE FINAL authority to discharge has shifted noticeably during the past three years from foremen and supervisors to higher executives. This shift in authority is demonstrated in the results of two surveys conducted by the National Industrial Conference Board. In the one survey made in 1940 covering 312 companies,¹ it was found that the foremen in 55% of the companies had the final discharge authority. In a similar survey² recently completed, it was found that the foremen in only 13% of the companies covered now have this final authority, while in the remaining 87% of the companies a higher line or staff executive makes these decisions.

In some cases, companies may have intentionally and wisely limited this authority because many workers of unproven leadership abilities have been promoted to supervisory positions. The shift in authority, however, does not necessarily reflect a general trend or desire on the part of management to limit the over-all status of foremen. On the contrary, it may well be that fewer foremen now have the final authority to discharge because:

1. The stringent shortage of labor has increased the value of each worker to such a degree that even the marginal and unsatisfactory employees are now too valuable to lose.

2. The growth in the membership of labor unions, most of which display an active interest in dismissal practices, has been accompanied by a corresponding and similar interest on the part of many top managements.

3. An increasing number of companies have centralized personnel responsibilities and functions. And practices related to discharge are of major concern to the personnel department.

4. Even before the war, a significant number of companies began to recognize the advantages of reducing to a minimum all types of turnover, including discharges, with the result that a growing number of companies now scrutinize discharges critically.

POTENTIAL DANGERS

There is a growing awareness that the final authority to discharge should belong to an executive who is in close and constant contact with all departments and divisions of the plant. In the absence of centralized responsibility of this kind, two potential dangers exist.

First, if the final authority to decide upon dismissals is vested in several individuals, there is no assurance that the policies and attitudes of top management are being carried out uniformly and consistently; and second, if the final authority is distributed among several executives who are unfamiliar with the personnel situation in all sections of the plant, it is reasonably certain that employees who have been found unsatisfactory in some de-

partment but who should be given a "second chance" will instead be discharged because no centralized mechanism has been established for arranging such transfers.

Despite the fact that final authority has been shifted to executives higher than the foremen, it is frequently pointed out that competent foremen may continue to operate as though no change had occurred. In practice, it is the number of recommendations for discharge that are approved by the higher executive that actually determines the foreman's authority in these matters. The foreman who obtains approval on a very high percentage of his recommendations does, in effect, actually possess the "authority" (especially in the eyes of his employees). On the other hand, the foreman whose percentage is very low puts himself in the position of having only the power to "recommend" discharges.

The latest survey also reveals additional facts that are worthy of consideration:

1. In the largest single classification of companies, only the top operating executive in the plant (general manager, plant manager, works manager, or plant superintendent) now has the final authority to discharge.

2. In a significant number of companies, the personnel manager is vested with this final authority.

3. In an equally significant number of companies, the foremen and a top executive share in the final authority.

Although no statistical data are available to support the conclusion, it seems reasonable to assume that in actual practice a large number of the above companies operate under a joint type of responsibility regardless of the executive designated as the final authority. One advantage of sharing this responsibility is that the foreman and the executive can confer and arrive at a decision before a formal recommendation for dismissal is made by the foreman.

The question is frequently asked whether it is true that under a joint type of responsibility considerable friction arises between the foreman and the executive charged with the final authority. While THE CONFERENCE BOARD has made no detailed study of this question, the impression is that the answer in the majority of cases is "no." As might be expected, the judgment of the competent higher executive and the experienced and capable foreman usually coincide on these matters. On the other hand, where inexperienced and immature foremen are encountered, the joint-responsibility arrangement provides a splendid method of training these foremen.

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¹Studies in Personnel Policy, No. 23, "Personnel Practices in Factory and Office," p. 15, Table 33.

²Studies in Personnel Policy, No. 59, "Personnel Practices in Factory and Office, II," p. 18, Table 43.

Absenteeism during December

SHORT-TERM absence frequency rates in December, 1943, were 375 a thousand for men and 649 for women, according to companies cooperating in THE CONFERENCE BOARD's index of absenteeism. Long-term absences occurred at the rate of 118 a thousand for men compared with 157 for women. Table 1 shows the frequency and duration of absence among employees according to the number of hours they worked a week.

over that of November. Personal reasons were responsible for about 48% of men's absences and 45% of women's absences. Nonindustrial accidents were almost negligible.

PLANTS REPORTING

Absence data for the survey were contributed by thirty-nine plants, located in sixteen states and employing 113,816 persons. The plants were about 85% engaged

Table 1: Absences of Employees Related to Hours Worked a Week, December, 1943

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short- term	Long- term	All Absences	Short- term	Long- term	All Absences	
	80,536 Male Employees						
Over 60.....	271	167	438	1.7	6.2	3.4	1.5
55-59.....	505	173	678	1.5	6.3	2.8	1.9
50-54.....	357	117	474	1.8	8.7	3.5	1.7
45-49.....	551	130	681	.7	4.6	1.5	1.0
40-44.....	181	95	276	1.6	8.2	3.9	1.1
Total.....	375	118	493	1.0	6.2	2.3	1.1
	33,280 Female Employees						
50-54.....	386	196	582	1.6	7.3	3.6	2.0
45-49.....	935	177	1,111	1.0	5.2	1.7	1.8
40-44.....	600	165	765	1.5	6.7	2.6	2.0
35-39.....	378	91	469	1.4	7.2	2.5	1.2
Total.....	649	157	806	1.3	6.3	2.2	1.8

Table 2: Frequency and Duration of Absence among 43,083 Male and 23,689 Female Employees, December, 1943, According to Reasons

Classification	Short-term Absences			Long-term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 Employees									
Men.....	248	0	272	87	0	46	335	1	318
Women.....	426	1	376	110	1	64	536	2	440
Days lost an absence									
Men.....	1.0	3.1	.8	6.1	9.3	3.1	2.4	5.7	1.1
Women.....	1.3	1.6	1.1	6.1	9.1	5.3	2.3	4.6	1.7

The combined rates showed an average loss of 1.1 days a man and 1.8 days a woman.

REASONS FOR ABSENCE

Illness accounted for 52.7%, personal reasons for 47.1% and nonindustrial accidents for less than 1.0% of the absences of 71,777 persons employed in 33 plants. These causes were responsible for 65.2%, 34.4% and .4%, respectively, of the total time lost. Illness accounted for approximately 54% of women's absences and 51% of men's absences. The December illness incidence showed a marked increase

in the production of war materials. About 80% of the men and 70% of the women included in the survey were factory workers.

HOURS WORKED

The work week in offices averaged 43.4 hours for men and 42.7 hours for women. Men in factories worked an average of 47.1 hours a week compared with 43.6 hours for women. In the group as a whole, men worked an average of 46.3 hours a week or 2.9 hours more than women.

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Wage and Salary Stabilization

A LIST of going wage rates for various industries in the State of Oregon was issued by the Twelfth Regional War Labor Board in mid-February. Some selected rates in specific industries in the Portland metropolitan area follow:

Occupation	Hourly Rate
Banks	
Teller, note.....	\$.91
Teller, paying and receiving.....	.79
Teller, all around.....	.79
Pulp and paper	
Journeyman.....	1.10
Common labor, heavy.....	.85
Common labor, light.....	.72½
Helper.....	.85
Metal trades	
Pattern maker.....	1.63
Journeyman.....	1.20
Helper.....	.93
Foundries	
Blacksmith.....	1.20
Helper.....	.98

In Hollywood, California, the Mitchell Camera Corporation has been directed by the San Francisco Regional War Labor Board (Case No. 111-1107 10-D-95) to pay a minimum hiring rate of \$1.30 per hour for journeymen machinists. If the employee meets certain qualifications the rate is to be increased to \$1.50 at the end of a thirty-day probationary period. At the lower end of the wage scale, trainees and burrers are to be hired at 65 cents an hour and will receive increases of 5 cents an hour a month until a rate of 75 cents is reached. When a trainee on the 75-cent rate is assigned to a given job classification, his rate is advanced to 85 cents an hour. Additional increases of 10 cents an hour follow at monthly intervals until the job rate is reached. A leaderman receives 10 cents an hour more than the highest rated employee under his supervision.

The wage-rate progression for apprentices starts at 67 cents and provides a rate of \$1.15 per hour during the last six months of the four-year period. The progression is as follows: First six months, 67¢; second six months, 73¢; third six months, 79¢; fourth six months, 85¢; fifth six months, 91¢; sixth six months, 97¢; seventh six months, \$1.02; eighth six months, \$1.15. Selected rates in the WLB job classification and wage-rate schedule are shown in Table 1.

DETROIT TOOL AND DIE COMMISSION

In the mad scramble for new tools, dies, jigs, and fixtures during the tooling-up period early in 1942, Detroit's 3,000-odd

skilled craftsmen in the independent tool and die jobbing shops were in a strategic position and were able to get almost any wage they demanded. Many workers in the so-called captive tool rooms of the automobile plants were quitting their jobs in order to get the boom wages offered by the jobbing shops.

Table 1: Selected Job Rates

Classification	Hourly Rate
Gear design engineer and hobbing specialist.....	\$1.75
Precision journeyman machinist.....	1.70
Machinist, journeyman A.....	1.50
Gear hobber A.....	1.45
Machinist, journeyman B.....	1.30
Gear hobber B.....	1.30
Engine lathe operator.....	1.25
Assembly, general A.....	1.25
Gear hobber C.....	1.15
Assembly, general B.....	1.05
Assembly, general C.....	.95

In December, 1942, the War Labor Board took steps to stabilize this condition by fixing a specific maximum rate of \$1.75 an hour for the key classification of tool and die maker in job shops in the Detroit area and \$1.60 an hour in the captive shops. At the same time it created the tripartite Detroit Tool and Die Commission to enforce its directives.

Table 2: Rates of Pay in Detroit Tool and Die Jobbing Shops on November 1, 1943

Source: Detroit Tool and Die Commission

Job Classification	Number of Workers	Average Straight-time Hourly Wage Rates	Legal Maximum Established by WLB Directive of Dec. 11, 1942
Tool leaders.....	264	\$1.92	\$1.90
Die leaders.....	235	1.91	1.90
Gauge grinders (all around).....	453	1.87	1.85
Jig borers.....	105	1.87	1.85
Tool makers, jig and fixture builders....	640	1.72	1.75
Die makers.....	649	1.70	1.75
Lathe operators.....	585	1.62	1.65
Milling machine operators.....	260	1.57	1.65
Total.....	3,191		

The Directive Order of December 11, 1942, provided that no existing wage rate was to be reduced if it were above the maximum, providing an employee remained in his job; but the employee was not permitted to carry his above-maximum rate to another plant without permission. The commission claims to have vigorously enforced this provision. Of 352 applications for transfer of above-maximum rates, 179 were approved, 136 denied, one was modified, and 36 were withdrawn.

NEWSPAPER AND PUBLISHING COMMISSION

In March, 1943, the WLB created the Daily Newspaper Printing and Publishing Panel with complete authority to make final decisions in disputes and voluntary wage cases involving maladjustments under the Little Steel formula, subject to the usual procedure for appeal to or review by the National Board. In the nine months of its operation up to January 31, 1944, this panel received about 2,500 voluntary wage cases and processed 2,000 of them.

In a letter to WLB Chairman William H. Davis dated January 31, 1944, Robert K. Burns, chairman of the Daily Newspaper and Publishing Panel, included the following proposal:

"That the Daily Newspaper Printing and Publishing Panel be reconstituted as the Daily Newspaper Printing and Publishing Commission and empowered to make final rulings on all voluntary and dispute cases, subject to the customary appeal by the parties to the National War Labor Board or review by the Board on its own motion."

Early in February, Chairman Davis notified Mr. Burns that the panel's recommendations had been approved by the WLB.

DIVISION OF BOARD AGENCIES

In addition to the Detroit Tool and Die Commission and the reconstituted Daily Newspaper Printing and Publishing Commission there are the following tripartite standing industry commissions and panels: West Coast Lumber Commission, Nonferrous Metals Commission, Trucking Commission, War Shipbuilding Commission, War Shipping Panel, Airframe Panel, and Wage Adjustment Board for the Building Construction Industry.

Mr. Davis states that "the Board has long felt the need of establishing a closer working relationship with these important agencies . . . and also with the Regional War Labor Boards, particularly in connection with appeals procedure." He states further that "these plans have now materialized in the creation of a new Division of Board Agencies." Robert K. Burns, formerly chairman of the Chicago Regional WLB is to be the director of the new division and will continue to serve as chairman of the newspaper commission.

Mr. Davis has outlined the duties of director of the Division of Board Agencies in his recent letter to Mr. Burns, as follows:

"1. To make yourself intimately acquainted with the work of each of the standing tripartite commissions and industry panels so as to be able, at all times, to act as the Board's

special adviser with respect to commission and panel matters;

"2. To develop an adequate reporting system which will enable the Board, at all times, to appraise the work of the commissions and panels;

"3. To bring to the Board's attention special problems or developments relating to the work of any of the commissions or panels;

"4. To act as special advisor to the commission and panels and to render all possible assistance to them in the performance of their duties;

"5. To study and report on any proposals which may from time to time be made with respect to changes in the jurisdiction or procedure of existing commissions and panels or the creation of new commissions or panels;

"6. To take over the work of the existing Regional Review Section, which is now under the Office of the Executive Director, and to be responsible for the efficient and expeditious conduct of its work;

"7. To develop the most expeditious and workable procedures for the handling of appeals from the Regional Boards and the commissions, from the start of the process in the Regions or the commissions to its conclusion in the National War Labor Board, all with a view to simplifying and speeding up the whole review mechanism;

"8. To coordinate the work of the tripartite Appeals and Review Committees of the National Board, and to be generally responsible for the adequate staffing and procedure of these committees and for the assignments of the public personnel, including the scheduling of the committee work of the *per diem* public members in relation to the committee work of the full time public members;

"9. To make necessary field visits to Regional boards and commissions, and to perform such other duties as may from time to time be specified by the Board."

RULING ON HOLIDAY PAY

Section B of Premium Pay Order 9240 states that "no premium wage or extra compensation shall be paid for work on customary holidays except that time and one-half wage compensation shall be paid for work performed on any of the following holidays only: New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and either Memorial Day or one other such holiday of greater local importance."

According to a ruling of the Joint Committee of the War Labor Board and Department of Labor, employees who have been receiving double time and a half for holiday work must be cut back to no more than time and a half. The one exception to this rule is the case in which a company calls in a worker outside his regularly scheduled hours on one of the specified holidays. In such a case it is permissible under Order 9240 to pay double time and a half.

ORDER NO. 33

General Order No. 33, relating to the War Relocation Authority, was adopted by the National War Labor Board on February 1. A special arrangement¹ of its main provisions follows:

33. Authority over pay adjustments of employees (nonstatutory pay basis) of the War Relocation Authority is delegated to the Director of the War Relocation Authority.

¹Similar arrangements of main provisions of other WLB General Orders under Executive Order 9250 are given in earlier issues of *The Management Record*.

rector of the War Relocation Authority. A certificate initiated by the director authorizing a pay adjustment will be accepted by the WLB as sufficient evidence of the propriety of the adjustment but will be subject to modification (nonretroactive) by the WLB. Each certificate, together with four copies thereof, shall be filed promptly with the Wage Stabilization Division of the National War Labor Board.

E. S. HORNING

Management Research Division

Trends in Collective Bargaining

Company-wide Seniority

ALTHOUGH departmental group and divisional seniority have prevailed in American and Canadian industry there is a recent trend toward plant and company-wide seniority in a number of larger industries. It is assuming significant proportions. The Boeing Aircraft Company of Seattle, Washington, has changed its seniority clauses in the union contract which the company has with Aeronautical Industrial District Lodge No. 751 of the International Association of Machinists (AFL).

The former seniority plan was based on a system of accumulation of points for service to establish seniority both in departments and in the plant. The current seniority plan of the Boeing Aircraft Company is company-wide. We quote from the union contract:

Section A. Seniority

"1. Seniority herein provided for shall be on a company-wide basis and shall prevail in the company's plants covered by this agreement.

"2. Seniority is the term applied to company service of individual employees by which standing in relation to the service of other employees is compared.

Section B. Establishment of Seniority

"1. The first three months of employment shall be considered temporary and without seniority.

"2. Following three months of continuous service, seniority is established retroactive to the date of employment.

"3. There shall be no requirement for re-employment of temporary employees if they are discharged or laid off during the first three months of employment.

"4. A seniority date will be computed for each employee based upon his date of last employment and adjusted from time to time by deducting time not worked while on authorized leave of absence, except as may be provided by law for employees who enter the service of the United States. Subject to the provisions of Section G of this article, time lost from work due to layoff at the request of the company shall be

construed as continuous service during which time seniority shall accumulate.

"5. All employees coming under this agreement will be entitled to exercise their rights as established under the arbitration procedure regardless of length of service.

Section C. Accumulation of Seniority

"1. Employees of the company who are members of the union who may be appointed by the President of Aeronautical Industrial District Lodge No. 751 or elected to a full-time position with Aeronautical Industrial District Lodge No. 751 shall be considered as on leave of absence. Seniority shall accumulate during each leave of absence. Upon return, re-employment shall be at the same type of work which was last performed prior to the leave of absence. Leaves of absence of this character shall be of indefinite duration.

"2. An employee who enters or has entered the service of the United States during the present unlimited National Emergency, in certain combatant and noncombatant branches, is or may be protected by federal and/or state laws in the retention of and the accumulation of seniority including rights to re-employment. In all such cases it is understood that the provisions of said federal and state laws shall supersede the provisions of this agreement.

Section D. Transfers

"1. If production requirements necessitate, the company may make transfers from one shop, job or shift to another within the type of work for which the employee is qualified under the following conditions:

"a. If such transfers are within the same plant and shift, there shall be no restrictions on the company's right to use employees having the same job title anywhere it chooses.

"b. If such transfers involve change in plant or shift, but no change in job title, the company shall have regard to seniority within such job title.

"c. If such transfers involve a change in job title within the same labor grade, the company also shall have regard to seniority within job titles, except that where there is a surplus of manpower in the job titles from which it is proposed to transfer employees, seniority may be disregarded to the extent necessary to get qualified employees from the shop or department where the surplus exists to the shop or

department where their skills can be used. To the end that there shall be agreement on the existence of this condition, it shall be necessary for supervision to secure the consent of the shift committeeman involved to this last type of transfer.

"d. This paragraph (1) shall become inoperative at the end of the unlimited National Emergency as proclaimed by the President of the United States, and thereafter transfers will be governed by seniority providing the employee is competent and qualified.

"2. The company will transfer qualified employees upon request to more desirable shifts where vacancies occur in their respective departments. In the selection of employees for such transfer, seniority shall prevail.

"3. In case of openings in higher-paid brackets of work, such openings shall be filled by capable employees in lower-paid brackets. The employee with seniority shall be given first opportunity and if found incompetent by the shift committeeman and shop foreman, the person next in line will fill the opening.

Section E. Reduction of the Working Force

"Reductions in the working force shall be by seniority in the type of work for which the employee is qualified. Such employee may exercise his company seniority on any job which he is qualified to perform. Such qualification shall be determined mutually by the shift committeeman involved and the shop foreman, subject to appeal.

Section F. Rehire of Laid-off Employees

"Rehiring of laid-off employees shall be by seniority in any type of work for which the employee can qualify.

Section G. Loss of Seniority

"An employee shall lose seniority rights for the following reasons:

"a. Resignation.

"b. Discharge for cause.

"c. Accepting other employment while on leave of absence or when excused for illness. Exceptions to this clause may be made by mutual agreement in writing between the company and the union.

"d. In the event of layoff, does not return to work within two weeks after notification, unless this period is further extended by the company.

Section H. Re-establishment of Seniority

"In the event an ex-employee, who has lost his seniority as in this Article provided, is re-employed, he shall regain and be credited with his previously accumulated seniority after he has accumulated three (3) years of seniority subsequent to his date of rehire and provided that his period of nonemployment by the company has not exceeded two (2) years."

Supreme Court on Collective Bargaining

Individual contracts between employers and employees must give way to collective bargaining agreements, according to a decision of the United States Supreme Court in the case of the Order of Railroad Tele-

raphers vs. the Railway Express Agency, Inc.

The court's opinion said in part:

"The Railway Labor Act of 1926 . . . provided that carriers and representatives of employees should give at least thirty days' written notice of an intended change affecting rates of pay, rules, or working conditions, and should agree upon time and place of conference . . . The Express Company gave no such notice to the union . . . Instead, it gave individual notices to the agents . . . The agents involved, after various objections and negotiations, individually accepted the rate, although there is controversy as to whether their acceptance was wholly voluntary. For purposes of decision, however, we assume voluntary assent and that, but for provisions of the Railway Labor Act, valid individual contracts resulted . . .

"We hold that the failure of the carrier as provided by the Railway Labor Act of 1926, then applicable, left the collective agreement in force throughout the period and that the carrier's efforts to modify its terms through individual agreements are not effective."

Canadian Labor Code

A new labor code for the Dominion of Canada covers about 2,500,000 of the nation's 3,500,000 industrial workers. It bears the endorsement of Percy R. Bengough, President of the Trades and Labor Congress of Canada (AFL), A. R. Mosher, President of the Canadian Congress of Labor (CIO) and industry representatives.

Compulsory collective bargaining and the arbitration of disputes are provided for in the code. An important provision enables any province to pass legislation making the code applicable to all workers in provincial jurisdiction.

The chief points of the code are:

1. Establishment of a wartime labor relations board consisting of a chairman, vice-chairman, and not more than eight members.
2. Certification by the board of bargaining agencies representing the majority of employees in affected industries.
3. Compulsory negotiation between employers and certified bargaining agencies.
4. Conciliation procedure if negotiations for an agreement fail.
5. Prohibition of strikes during the selection of a bargaining agency, negotiation of an agreement, any conciliation proceedings, and during the life of the agreement after it has been adopted.
6. A definition of unfair practices by employers, employees and unions.

Penalty clauses include:

1. An employer who causes an illegal lock-out—a fine of not more than \$500 for each day of the lockout.
2. An employee who strikes illegally—a

fine of not more than \$20 for each day on strike.

3. A union or other organization authorizing an illegal strike—a fine of not more than \$200 for each day of strike.

4. Persons or organizations contravening any sections of the code for which specific penalties are not provided—a fine of not more than \$100, for an individual; a fine of not more than \$200 for a corporation or organization.

5. Persons offering bribes to those charged with administration of the code or officials who accept a bribe—a fine of not less than \$500 and not more than \$5,000, or imprisonment for not less than six months and not more than five years, or both fine and imprisonment.

Foremen in Bargaining Unit

The Cudahy Packing Company of San Diego, California, has been ordered by the San Francisco Regional War Labor Board to recognize its foremen as part of the collective bargaining unit. The company has a union shop contract with the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL).

Both public and labor representatives of the board voted to include foremen in the bargaining unit because they perform "substantially the same work as other regular employees." The San Francisco board directive states:

"Employees not designated as 'foremen' but who perform substantially the same work as other regular, full-time employees shall be regarded as within the bargaining unit represented by the union and covered by the terms of the agreement between the company and the union, dated September 16, 1940. In the event a dispute arises over the application of the ruling to individuals (foremen), the matter shall be considered as a grievance under the grievance machinery provided in the contract between the parties, including the provision for final determination by arbitration."

This decision is the antithesis of the decision by the National Labor Relations Board in the Maryland Drydock Case of May 11, 1943, which excluded foremen from the bargaining unit.

Union Lists Principles

The International Brotherhood of Boiler Makers, Iron Shipbuilders and Helpers of America (AFL) issued a "Declaration of Principles" at its convention which included the goal of a seat at the director's table for labor. The declaration also summed up political policies of the union, reiterating the AFL theme, "Reward your friends and defeat your enemies."

The union declared that it desires to help employers "to eliminate cut-throat competition, contest injurious legislation and negotiate understandings sufficiently flexible to permit our friendly employers to combat the influences and competition

of those who still refuse this wholehearted tender of cooperation."

According to the declaration:

"Industry will not enjoy proper security until the full partnership of labor is recognized and admitted, and labor must assume its responsibility by selecting chosen representatives to give expression to the workers' viewpoint at the directors' table. Inefficiency or dishonesty of management is even more the concern of the workers than it is of the stockholders; stability of employment at good wages can only follow sound management. Industry must eventually be so ordered that it will pay the workers an annual saving wage."

Union Shop Denied

The War Labor Board's power to supersede labor statutes of individual states cannot apply to cases where industries not vital to the prosecution of the war are involved, according to a decision of the Sixth Regional War Labor Board. The statement was made in connection with the board's refusal to issue a directive ordering the continuation of a union shop clause in a Wisconsin upholstery plant.

The board said that "usage of Board's wartime powers to supersede a state statute shall be confined to cases in which the effective prosecution of the war is involved." A Wisconsin law requires that a union shop clause can be included in a newly negotiated collective bargaining agreement only after it has been approved by a three-quarter majority in an election conducted by the Wisconsin State Labor Board.

AFL Blasts Stabilization Program

Two AFL spokesmen, publicist Philip Pearl and John Frey, president of the metal trades department, attacked the government stabilization program in a recent issue of the *AFL Weekly News Service*. Their statements reflect a growing sentiment among United States labor leaders that voluntary agreements between industry and labor would be more effective in stabilizing the wartime economy than government agencies have been.

Mr. Pearl asserted that "the basic cause for strikes in wartime America is the disgraceful failure of the stabilization program . . . Had the nation's wartime economy been soundly and honestly administered, had prices been kept sternly in check, there would have been no justification and no demand for higher wages."

Mr. Frey blamed twenty-five different federal agencies for mix-ups that provoke strikes. He asked that all federal agencies dealing with labor be centralized in the Department of Labor which, he says, "was created for that purpose."

New "M of M" Clause

An agreement recently negotiated between the Bridgeport Brass Company and Local 520 of the International Union of Mine, Mill and Smelter Workers (CIO) includes a provision which gives employees of the company who are members of the union a 15-day period in which to resign from the union at the conclusion of the contract. The current maintenance of membership clause reads as follows:

"The company recognizes and will not interfere with the right of its employees to become members of the union. The union agrees not to engage in solicitation for membership on company time.

"All employees who have signed voluntary dues deduction cards, or who may sign them during the life of the contract, shall as a condition of employment during the life of the contract maintain their membership in good standing with the union by:

"1. Keeping their dues paid up to date.

"2. Abiding by all the provisions of the current agreement between the company and the union.

"Employees who sign dues deduction authorization cards retain the right to revoke same in writing within fifteen days after the expiration date of the present contract, or any extension thereof. Such notice shall be addressed to the director of industrial relations of the company and a copy sent to the union. Unless such notice is received by the company and the union within fifteen days after the expiration date of the present contract or any extension thereof, their authorization will be automatically extended for the life of the new contract."

Closed and Union Shops

There is much discussion and written comments on the merits or faults of the union and closed-shop clauses in union contracts.

The union-shop clause differs from the closed-shop clause in that in a union shop, management may do the hiring, but in a closed shop, management may only hire after the union has depleted its available manpower. Under both the union and closed-shop clauses, management does not have to retain employees who are not properly fitted for the job. However, each employee is given a trial period.

The following specimen union and closed-shop clauses are taken from agreements covering over 100,000 workers. They appear on page 5 in *Studies in Personnel Policy*, No. 60, "Collective Bargaining Developments and Representative Union Agreements."

Union Shop

"It is a continuing condition of employment with the company that employees covered by this agreement, both present employees and new employees, shall be and remain good standing

members of the union. Persons losing their membership in the union shall not be retained in the employ of the company.

"Present employees who are not now members of the union must become members within thirty days from the date hereof.

"The union will accept into membership all employees covered by this agreement provided that a person now employed or who may hereafter be employed, who is not now a member of the union but who has been a member and who has lost his membership by reason of resignation or expulsion, may be excluded from the union, in its discretion, in which event such excluded person shall not be retained in the employ of the company.

Closed Shop

"Throughout the term of this agreement, the employer agrees to hire only members of the union in good standing. Men laid off through no fault of their own, shall, in the order of their company seniority of their respective crafts, for a period of two years from the date of layoff, be sent by the local or unit having jurisdiction to fill vacancies as they occur. If none are available, the local or unit having jurisdiction shall send other men to fill the vacancies. Any such other men shall be competent and meet the employment requirements of the employer. If no such men are available, the employer shall have the right to employ men not sent by the union, provided such men are or become members of the union in good standing. Any new men so employed shall, for a period of thirty days, be on trial subject to dismissal at any time within such thirty days. Each man however employed shall present an OK card signed by the secretary-treasurer of the union, and shall present the same to the superintendent or man in charge before being employed. The superintendent or man in charge shall immediately notify the shop steward of the employment of any new man who under this agreement is required to be a member of the union."

Promotions

The Solar Manufacturing Corporation and the International Federation of Archi-

tecs, Engineers, Chemists and Technicians (CIO) have an agreement which gives the company sole prerogative on the question of promotions of employees, but permits the union to make suggestions concerning "special qualification" of certain employees.

Text of the promotion clause follows:

"The employer shall be the sole judge of promotions of employees but will welcome suggestions from the union concerning special qualifications of any employee. Whenever possible, preference shall be given to the next lower grade of the existing personnel of the employer as listed in the appendix (of the contract), but if the promotion of employees shall not seem practical to the employer, the employer shall hire a new employee through its own personnel department.

"When an employee is promoted from any grade to a higher grade, for the first month, which is considered a probationary period, he shall receive the same wage as he was receiving before his promotion. When necessary to extend this period, an extension must be agreed upon by the employer and the union.

"After the probationary period, if the employee is to be retained in his new position, he shall receive not less than the minimum for the new grade.

"If the employee fails to qualify for the promotion the employee shall return to his former position and the employer shall state the reasons why the employee was not satisfactory. The employer reserves the sole right to determine if the employee has satisfactorily passed the trial period."

Both the production employees and the foremen are organized into separate CIO unions in this plant, and both have union shop contracts.

ABRAHAM A. DESSER

Management Research Division

Briefs on Personnel Practices

Victory Shift for Boys

The Bell Aircraft Corporation is supplementing its labor force by recruiting high school boys for the victory shift. Five days a week they go to school and three evenings they help to build Airacobras for the Army. Several hundred of these teen-age boys were employed during the summer vacation. When the new school year began they wanted to continue and the company wanted to retain their services.

Through the cooperation of the schools, a plan was worked out to keep the boys at work without interfering with their studies. One of the prime requisites of the plan is that the high school students

on the shift must maintain their scholastic standing.

Under the "double-duty" plan, as it is known, the boys are allowed to report for school at a later hour on mornings following their victory-shift duties. The schedule allows them time to get sufficient sleep and to keep up with their home work.

As an incentive to these recruits, an upgrading program is in effect. When a teen-ager qualifies he is given an opportunity to work on final assembly or pre-flight. At the end of his school year he will be awarded a certificate of merit for good attendance and good work both at school and at Bell.

Industrial Recreation Programs

Ten companies with approximately 130,000 employees recently furnished the National Recreation Association with detailed information as to the cost of their employee recreation programs. The companies reported that 40% of the employees were participating in their programs.

Eight of the companies have employee membership associations, four them levying dues which partly finance the recreational activities. In one company association dues constitute 10% of the total income available for recreation, in one, 15%, in one, 35%, and in another, 50%.

Three companies employing 89,000 workers reported a gross expenditure of \$4.68 a year per employee, of which 28% is for salaries. In these three companies management pays from 15% to 85% of

the cost of the programs; the average is 40%.

The other seven companies, employing 37,823 workers, reported all costs except salaries. They spend an average of \$1.35 a year per employee. Six of these companies reported management contributions which run from nothing to 83%. The average contribution for the six companies was 29%.

C. E. Brewer, Field Representative of the National Recreation Association, in personal visits to approximately 110 companies, found that the average expenditure for recreation was \$2.46 a year per employee, exclusive of salaries.

Nine company representatives expressed opinions on what the annual expenditure per employee should be. Their estimates varied from 75 cents to \$20, with the average \$5.15 and the mean \$3.50.

Payroll Statistics in Manufacturing

AVERAGE hours worked a week and both actual and "real" weekly earnings rose slightly in January, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries. Average hourly earnings, however, remained unchanged at the December peak and employment, man hours and payrolls fell off slightly.

Wage-rate increases averaging 5.9% were received by 0.3% of the workers in these industries, or an average of only 0.02% for all wage earners. While rate increases of 10% or more were given to workers in the furniture, hosiery and knit goods, paint and varnish and heavy foundry equipment industries, only in the furniture and heavy foundries did they average as much as 0.1% for all workers. Increases averaging slightly less than 0.1% for all workers also occurred in the paper and pulp and machine and machine tool industries.

HOURLY EARNINGS

Hourly earnings of manufacturing wage earners in the twenty-five industries in January were at the December peak of \$1.045. This average reflected several counterbalancing factors. While the fractional increase in average hours worked a week, along with a slightly higher average wage rate and a fractionally larger proportion of more highly paid skilled workers, would tend to raise hourly earnings in January, decreased employment in the more highly paid industries, as well as a somewhat larger proportion of lower-paid female workers, tended to lower average hourly earnings. Of all the series shown

in the accompanying tables, hourly earnings alone were at a peak in January. They had risen in each successive month from July, 1940, to July, 1943, remained unchanged in August, advanced in September, held that level in October, increased in November and December and remained unchanged in January. The increase since January, 1943, amounts to 6.7%. The rise since January, 1941, the base date of the Little Steel formula, has been 37.7%, and since August, 1939, the advance has been 45.1%.

WEEKLY EARNINGS

Average weekly earnings of all wage earners in the twenty-five industries rose 0.6% in January to \$47.42. While this increase was not adequate to offset the effect of the 0.9% decline in weekly earnings that occurred in December, January earnings were higher than during any other month since these surveys were begun except for October and November, 1943. Weekly earnings in these months averaged less than 20 cents more than in January. Although weekly earnings have been generally rising since August, 1939, they declined in seven different months in the period, largely as a result of reduced working hours. However, in each instance the losses were rapidly recovered and the average of \$45.88 in 1943 was substantially higher than that in previous years. In the year from January, 1943, to January, 1944, weekly earnings rose 8.9%. Since January, 1941, the advance has been 54.9% and since August, 1939, weekly earnings have increased 73.8%.

"Real" weekly earnings, or dollar earn-

ings adjusted for changes in living costs, advanced 0.6% in January, reflecting a stationary cost of living (prewar budgets) in January. In the year period, in which actual weekly earnings increased 8.9%, living costs, however, rose 2.4% and as a result "real" weekly earnings increased 6.3%. "Real" weekly earnings were 28.3% higher than in January, 1941, reflecting an increase in dollar weekly earnings of 54.9% and in living costs of 20.8%. From August, 1939, to January, 1944, "real" earnings advanced 40.5%; dollar weekly earnings, 73.8%; and living costs, 23.7%.

HOURS AND EMPLOYMENT

The average number of hours worked in a week in January was 45.2. While this average showed a gain of 0.1 hours, or 0.2%, over December, it was lower than the average for May, September, October and November, and except in June, when it was the same, it was higher than in any other month since April, 1930. The average work week was 0.9 hours, or 2.0%, greater in January, 1944, than a year earlier. Although the trend of average hours since the outbreak of hostilities in Europe has been generally upward, the averages have varied more from month to month than either hourly or weekly earnings. The aggregate rise since August, 1939, has been 7.3 hours, or 19.3%, and

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1943		
January.....	0.6%	14.4%
February.....	1.3	7.6
March.....	0.9	6.0
April.....	0.6	5.9
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0
September.....	0.8	6.9
October.....	0.3	6.7
November.....	1.4	5.4
December.....	1.4	4.1
1944		
January.....	0.3	5.9

since January, 1941, it has been 5.0 hours, or 12.4%.

The nominal week is the scheduled number of hours of operation of a plant, department or shift. Since the nominal week includes time lost through absence or because of labor turnover and excludes overtime worked to compensate for time lost it differs from the actual hours per week per wage earner. In normal times, nominal and actual hours per week are us-

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1929=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real a	Actual	Real a				
1943 January.....	\$.979	\$43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
February.....	.982	43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4	134.9	247.1
April.....	.998	45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020	46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020	46.25	45.1	43.2	188.5	183.9	173.8	169.6	91.7	148.8	136.4	258.6
September.....	1.036	47.12	45.3	43.4	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.51	45.5	43.6	191.5	185.0	178.5	172.5	92.5	149.7	138.5	267.2
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045r	47.15r	45.1r	43.7	193.2r	185.9r	177.2r	170.5r	91.7r	149.6r	137.2r	265.1r
Annual Average.....	1.014	45.88r	45.0r	43.0	187.4	181.8	172.4r	167.2r	91.5r	148.5	135.9r	256.0r
1944 January.....	1.045	47.42	45.2	43.8	193.2	185.9	178.2	171.5	91.9	148.2	136.2	264.1

See footnotes on page 73

EARNINGS AND HOURS, ALL WAGE EARNERS, JANUARY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	\$1.115	\$1.111	\$52.32	\$51.75	46.9	46.6	47.4	47.0
Automobile ¹	1.287	1.283r	58.43	53.71r	45.4	41.9r	43.4	43.3
Boot and shoe.....	.720	.722	29.59	29.16	41.1	40.4	42.2	41.6
Chemical ²	1.078	1.075	48.81	48.23	45.3	44.9	45.3	45.7
Rayon and allied products.....	.936	.919	40.44	38.69	43.2	42.1	46.1	46.1
Cotton—North.....	.769	.766	33.03	33.33	43.0	43.5	40.9	40.9
Electrical manufacturing.....	1.100	1.091	50.92	50.04	46.3	45.9	42.5	42.5
Furniture ³.....	.975	.984	44.03	46.80	45.1	47.6	45.9	45.7
Hosiery and knit goods.....	.806	.799r	32.66	32.80r	40.5	41.1r	41.7	41.5
Iron and steel ⁴	1.165	1.161	53.21	50.12	45.7	43.2	42.8	42.8
Leather tanning and finishing.....	.870	.872	38.26	38.46	44.0	44.1	43.3	43.2
Lumber and millwork.....	1.078	1.092	48.37	50.87	44.9	46.6	46.9	46.9
Meat packing.....	.914	.926	46.98	48.07	51.4	51.9	41.6	41.5
Paint and varnish.....	.952	.948	47.79	46.45	50.2	49.0	43.2	43.0
Paper and pulp.....	.895	.891	42.41	42.53	47.4	47.7	44.1	43.6
Paper products.....	.828	.824	36.40	36.06	44.0	43.7	43.0	42.9
Printing—book and job.....	1.020	1.005	43.71	42.13	42.8	41.9	40.9	41.0
Printing—news and magazine.....	1.122	1.131r	46.02	46.97r	41.0	41.5r	40.8	40.7
Rubber.....	1.191	1.180	55.19	53.71	46.3	45.5	45.8	45.6
1. Rubber tires and tubes.....	1.300	1.290	60.34	58.84	46.4	45.6	46.5	46.2
2. Other rubber products.....	1.033	1.020	47.72	46.31	46.2	45.4	44.7	44.6
Silk and rayon.....	.761	.756	32.59	32.79	42.8	43.4	42.0	42.0
Wool.....	.901	.897	38.54	38.62	42.8	43.0	41.6	41.6
1. Woolen and worsted goods.....	.888	.884	37.80	37.85	42.6	42.8	40.8	40.8
2. Other woolen products ⁴.....	.922	.919	39.73	39.89	43.1	43.4	43.0	42.9
Foundries and machine shops.....	1.157	1.160r	54.67	55.24r	47.2	47.6r	45.0	45.0r
1. Foundries.....	1.120	1.114r	52.36	52.21r	46.8	46.9r	44.0	43.7
2. Machines and machine tools.....	1.129	1.125	55.69	55.23	49.3	49.1	47.4	47.3
3. Heavy equipment.....	1.245	1.270r	57.30	61.12r	46.0	48.1r	45.6	45.9
4. Hardware and small parts.....	1.066	1.075r	49.05	50.65r	46.0	47.1r	43.8	43.8r
5. Other products.....	1.144	1.133	54.67	53.22	47.8	47.0	44.2	44.1
25 INDUSTRIES.....	\$1.045	\$1.045r	\$47.42	\$47.15r	45.2	45.1r	43.8	43.7
Cement.....	\$.855	\$.848	\$35.50	\$34.02	41.5	40.1	42.0	42.1
Petroleum refining.....	1.275	1.263	57.25	56.94	44.9	45.1	43.5	43.4
27 INDUSTRIES.....	\$1.046	\$1.046r	\$47.46	\$47.19r	45.1	45.0r	43.7	43.7
Aircraft.....	\$1.132	\$1.128	\$50.92	\$49.55	45.0	43.9	48.4	47.3
Shipbuilding.....	1.303	1.348	58.38	62.46	44.8	46.3	47.7	47.7

See footnotes on page 73

ually similar. In times of labor surplus the nominal week is likely to be longer than the actual week because no overtime is worked to compensate for time lost, but

in times of labor shortage, it is ordinarily shorter than the actual work week. The nominal week for January was made up of 43.8 hours, as compared with an average

of 45.2 hours which were actually worked. Employment was reduced substantially in January, 1944, for the first time since March, 1940, the twenty-five industries

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, JANUARY, 1944

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real <i>a</i>							
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	200.5	199.8	190.2	188.1	183.1	181.0	195.6	192.3	185.2	181.0	372.0	361.7
Automobile ¹	203.6	203.0 _r	193.9	178.2 _r	186.6	171.5 _r	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Boot and shoe.....	145.5	145.9	130.9	129.0	126.0	124.2	85.8	85.8	77.3	76.0	112.3	110.7
Chemical ⁶	211.8	211.2 _r	186.3	184.3 _r	179.3	177.4 _r	181.6	182.6	159.8	159.2 _r	338.3	336.5 _r
Cotton—North.....	172.8	172.1	155.5	156.9	149.7	151.0	42.5	44.2	38.3	40.2	66.1	69.3
Electrical manufacturing.....	193.7	192.1	188.0	184.7	180.9	177.8	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
Furniture ²	188.6	190.3	176.5	187.7	169.9	180.7	159.4	157.6	149.2	155.7	281.3	295.8
Hosiery and knit goods.....	211.0	209.2 _r	184.8	185.6 _r	177.9	178.6 _r	82.6	84.2 _r	72.3	74.8 _r	152.6	156.3 _r
Iron and steel ³	195.5	194.8	155.5	146.5	149.7	141.0	120.3	120.6	95.3	90.3	187.1	176.7
Leather tanning and finishing.....	179.0	179.4	165.2	166.1	159.0	159.9	72.7	72.8	67.2	67.4	120.1	120.9
Lumber and millwork.....	227.9	230.9	206.5	217.2	198.7	209.0	57.5	58.2	52.2	54.8	118.7	126.4
Meat packing.....	193.2	195.8	199.6	204.2	192.1	196.5	137.2	134.6	141.9	140.5	273.9	274.9
Paint and varnish.....	178.3	177.5	179.9	174.8	173.1	168.2	142.4	144.2	143.5	141.9	256.2	252.1
Paper and pulp.....	177.6	176.8	162.6	163.1	156.5	157.0	113.9	113.2	104.2	104.3	185.2	184.6
Paper products.....	181.6	180.7	167.1	165.6	160.8	159.4	177.9	184.7	164.4	169.6	297.3	305.9
Printing—book and job.....	156.2	153.9	145.9	140.7	140.4	135.4	125.7	122.2	117.2	111.6	183.4	171.9
Printing—news and magazine.....	161.9	163.2 _r	147.4	150.4 _r	141.9	144.8 _r	122.7	123.7 _r	111.8	114.1 _r	180.9	186.0 _r
Rubber.....	190.3	188.5	196.9	191.6	189.5	184.4	124.9	126.1	129.0	128.1	245.9	241.6
Silk and rayon.....	153.4	152.4	141.5	142.4	136.2	137.1	87.0	88.2	80.0	82.3	123.1	125.6
Wool.....	178.4	177.6	160.8	161.1	154.8	155.1	73.9	75.7	66.6	68.5	118.8	122.0
Foundries and machine shops.....	201.9	202.4 _r	192.7	194.7 _r	185.5	187.4 _r	241.6	244.6 _r	230.0	234.8 _r	465.6	476.2 _r
1. Foundries.....	189.8	188.8 _r	176.8	176.3 _r	170.2	169.7 _r	153.4	155.0 _r	143.0	144.8 _r	271.2	273.3 _r
2. Machines and machine tools.....	205.6	204.9	204.0	202.3	196.3	194.7	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
3. Heavy equipment.....	185.8	189.6 _r	173.5	185.1 _r	167.0	178.2 _r	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
4. Hardware and small parts.....	208.2	210.0 _r	197.7	204.2 _r	190.3	196.5 _r	210.7	212.6 _r	199.7	206.4 _r	416.6	434.1 _r
5. Other products.....	204.3	202.3	200.0	194.7	192.5	187.4	274.4	279.1	268.9	268.8	548.8	543.4
25 INDUSTRIES.....	193.2	193.2 _r	178.2	177.2 _r	171.5	170.5 _r	148.2	149.6 _r	136.2	137.2 _r	264.1	265.1 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."

See footnotes on page 73

showing an over-all decline of 0.9% over the rolls for December. Employment fell in nineteen of the twenty-five industries, the declines ranging from 3.8% in the northern cotton industry and 3.7% in the paper products industry to 0.1% in both the heavy foundry and leather tanning industries. In five industries employment increased, with rises of 0.6% in paper and pulp, 1.1% in furniture, 1.7% in agricultural implement, 1.9% in meat packing, and 2.9% in book and job printing. Only in the boot and shoe industry did employment remain unchanged at the December level.

Since August, 1939, employment has followed a rising trend. There was reduced employment in the first five months of 1940 and fractional declines in July, 1940, December, 1941, and April and May, 1943, but these losses were completely recovered and old records broken with a new peak established in November, 1943. Employment gains since January, 1943, have amounted to 1.3%; since January, 1941, to 35.8%; and since August, 1939, to 76.0%.

Total man hours declined 0.7% in January. The index was at 186.2 (1923=100) and although this was lower than in June

and in the months August through December, 1943, it was nevertheless higher than in any other month since these surveys were begun. Since January, 1943, the increase in total man hours has been 3.4%; since January, 1941, 52.9%, and since August, 1939, 110.2%.

PAYROLLS

As a result of the December-to-January decline in employment, which was only partly offset by the rise in weekly earnings, total payrolls disbursed fell off 0.4%. At 264.1 (1923=100) in January, payrolls were higher than in any other month in the years covered by these surveys except in the last four months of 1943. Payroll increases have been very substantial, amounting to 10.3% since January, 1943, 110.4% since January, 1941, and 205.7% since August, 1939.

CEMENT AND PETROLEUM

The effect of an increase in the actual working week of wage earners in the cement industry and of premium overtime payments raised both hourly and weekly earnings in January. Average hourly earnings rose to \$855, or 0.8% above the average rate for December. While employ-

ment of both groups of workers declined, the reduction was more pronounced among semi-skilled and skilled workers, so that this category represented a smaller proportion of all wage earners in January than in December. But the overtime put in by the skilled and semi-skilled wage earners who remained offset the effect of this shift on the earnings of all workers.

Average weekly earnings of wage earners in the cement industry rose 4.4% in January to \$35.50, which was only slightly below the successive peaks attained in July, August and October, 1943.

The number of employed wage earners in the petroleum refining industry rose 0.2% in January. In this industry so vital to the successful prosecution of the war, hourly earnings rose to a new peak of \$1.275 or 1.0% higher than in December. While the employment of substantially larger numbers of unskilled workers at lower hourly rates tended to lower the average for all workers, a reduction in the number of semi-skilled and skilled workers, probably the lower-paid, less-skilled workers, raised the average for the group and the composite average for all wage earners. Similarly, average weekly earnings of all wage earners were increased to

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, JANUARY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	\$1.138	\$1.136	\$53.89	\$53.27	47.4	46.9	\$.930	\$.924	\$40.71	\$40.79	43.8	44.2
Automobile ¹	1.344	1.340 _r	62.19	57.02 _r	46.3	42.5 _r	1.096	1.089 _r	46.62	43.33 _r	42.6	39.8 _r
Boot and shoe.....	.862	.866	36.30	35.89	42.1	41.4	.597	.597	24.04	23.60	40.3	39.5
Chemical ⁶	1.167	1.166	53.70	53.27	46.0	45.7	.750	.744	32.10	31.42	42.8	42.3
Rayon and allied products.....	1.033	1.021	47.83	45.84	46.3	44.9	.711	.694	28.01	27.00	39.4	38.9
Cotton—North.....	.841	.841	38.63	39.18	46.0	46.6	.669	.667	26.37	26.69	39.4	40.0
Electrical manufacturing.....	1.249	1.236	59.96	58.83	48.0	47.6	.851	.836	37.11	36.03	43.6	43.1
Furniture ²	1.040	1.062	48.20	51.43	46.3	48.4	.822	.795	34.91	36.28	42.5	45.6
Hosiery and knit goods.....	1.083	1.089 _r	47.99	48.07 _r	44.3	44.1	.682	.673 _r	26.61	26.80 _r	39.0	39.8 _r
Iron and steel ³	1.182	1.179	54.43	51.27 _r	46.0	43.5	.890	.882 _r	36.16	34.22 _r	40.6	38.8 _r
Leather tanning and finishing.....	.894	.898	40.00	40.23	44.7	44.8	.712	.710	28.33	28.42	39.8	40.0
Lumber and millwork.....	1.096	1.115	49.28	51.85	45.0	46.5	.855	.835	37.47	39.44	43.8	47.2
Meat packing.....	.962	.976	50.99	52.31	53.0	53.6	.713	.714	32.37	32.85	45.4	46.0
Paint and varnish.....	.997	.994	47.06	45.82	47.2	46.1	.792	.787	33.42	32.66	42.2	41.5
Paper and pulp.....	.920	.917	44.33	44.42	48.2	48.4	.669	.665	27.70	28.08	41.4	42.2
Paper products.....	.959	.955	44.13	44.02	46.0	46.1	.630	.629	26.00	25.61	41.3	40.7
Printing—book and job.....	1.229	1.201	54.32	51.75	44.2	43.1	.646	.634	26.21	25.28	40.6	39.9
Printing—news and magazine.....	1.219	1.230 _r	49.98	50.92 _r	41.0	41.4 _r	.739	.738 _r	30.32	31.01 _r	41.0	42.0 _r
Rubber.....	1.345	1.339	65.93	64.49	49.0	48.2	.884	.871	36.90	35.79	41.7	41.1
1. Rubber tires and tubes.....	1.411	1.405	68.50	66.80	48.6	47.6	1.003	.996	41.67	41.06	41.6	41.2
2. Other rubber products.....	1.224	1.219	61.08	60.12	49.9	49.3	.773	.751	32.39	30.78	41.9	41.0
Silk and rayon.....	.859	.852	39.55	39.22	46.0	46.0	.607	.616	23.45	24.66	38.6	40.0
Wool.....	.971	.969	43.29	43.49	44.6	44.9	.779	.777	31.20	31.27	40.0	40.2
1. Woolen and worsted goods.....	.950	.947	42.30	42.40	44.5	44.8	.793	.791	31.65	31.83	39.9	40.2
2. Other woolen products ⁴	1.002	.999	44.67	45.05	44.6	45.1	.753	.749	30.31	30.14	40.3	40.3
Foundries and machine shops.....	1.210	1.214 _r	58.04	58.85 _r	48.0	48.5	.904	.894 _r	39.75	39.20 _r	44.0	43.8 _r
1. Foundries.....	1.144	1.138 _r	54.44	54.23 _r	47.6	47.7 _r	.885	.877 _r	35.44	35.53 _r	40.1	40.5 _r
2. Machines and machine tools.....	1.184	1.181	59.57	59.13	50.3	50.1	.897	.890	40.95	40.32	45.6	45.3
3. Heavy equipment.....	1.264	1.288 _r	58.53	62.35 _r	46.3	48.4 _r	.885	.874 _r	35.95	37.55 _r	40.6	42.9 _r
4. Hardware and small parts.....	1.150	1.163 _r	55.05	56.87 _r	47.9	48.9 _r	.824	.825 _r	34.07	35.23 _r	41.3	42.7 _r
5. Other products.....	1.209	1.198	58.80	57.43	48.6	47.9	.936	.924	42.39	40.82	45.3	44.2
25 INDUSTRIES.....	\$1.138	\$1.141 _r	\$53.01	\$52.74 _r	46.5	46.2 _r	\$.732	\$.726 _r	\$30.00	\$29.86 _r	40.8	40.9 _r
Cement.....	\$.855	\$.848	\$35.50	\$34.02	41.5	40.1	....	....	....	....	....	....
Petroleum refining.....	1.275	1.263	57.25	56.94	44.9	45.1	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.138	\$1.141 _r	\$52.93	\$52.65 _r	46.4	46.2 _r	....	....	....	....	....	....
Aircraft.....	\$1.221	\$1.232	\$56.31	\$55.92	46.1	45.4	\$.983	\$.953	\$42.50	\$39.73	43.2	41.7
Shipbuilding.....	1.318	1.364	59.05	63.29	44.8	46.4	1.086	1.124	48.59	50.76	44.8	45.2

See footnotes on page 73

a new peak and averaged \$57.25 in January, or 0.5% more than in December.

AIRCRAFT AND SHIPBUILDING

Longer working hours and additional premium overtime payments served to raise the average of the hourly earnings of all wage earners in the aircraft industry in January. While this fact can readily be seen in the published averages for female wage earners, it is not so apparent in the averages for male workers, which show longer working hours but lower hourly earnings for the all-male composite and for both skill groups. The attainment of greater skill by a substantial number of workers classified in the common and unskilled male groups in December led to their being reclassified in the semi-skilled and skilled category in January. Since they had been the most highly paid workers in the lower-rate group, their reclassifica-

tion served to reduce the hourly earnings average of the group. Similarly their hourly rates were lower than those of the other workers in the semi-skilled and skilled group and reduced this average as well. In addition, an influx of new workers into the more skilled category at lower rates further reduced hourly earnings for that group and for all male wage earners as well. However, average weekly earnings in January were higher for all groups of wage earners, rising 2.8% to a new peak level of \$50.92.

Average hourly earnings of all wage earners in the shipbuilding industry declined 3.3% in January. This decline offset all the gains since the previous August and hourly earnings averaged only \$1.303. However, the length of the work week was reduced 1.5 hours, or 3.2%, in the month period and the average of 44.8 hours was lower than in any month since November,

1941. Average weekly hours of all groups of workers in the industry, except common and unskilled male, declined in January. Since that group was working a much smaller number of hours per week than either the female or skilled male wage earner group, the raising of their working hours made them similar to those worked by the other groups. Average weekly earnings of all wage earners declined 6.5% to \$58.38 and were lower than in any month of 1943 except February and March.

LABOR STATISTICS IN JANUARY

Hourly earnings remained unchanged in January at the December peak level of \$1.045. In the year since January, 1943, they have risen 6.7% and since 1929 the advance has been 77.1%.

Weekly earnings increased 0.6% in January and averaged \$47.42. They ex-

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, JANUARY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	\$.927	\$.930	\$44.28	\$43.39	47.8	46.7	\$1.167	\$1.164	\$55.20	\$54.64	47.3	46.9
Automobile ¹	1.097	1.097 _r	40.75	46.20 _r	45.3	42.1 _r	1.373	1.371 _r	63.72	58.41 _r	46.4	42.6 _r
Boot and shoe.....	.461	.462	20.05	19.80	43.5	42.9	.879	.883	36.93	36.52	42.0	41.4
Chemical ².....	.942	.942	43.85	43.42	46.5	46.1	1.240	1.238	56.82	56.40	45.8	45.6
Rayon and allied products.....	.750	.746	34.13	33.20	45.5	44.5	1.062	1.050	49.28	47.15	46.4	44.9
Cotton—North.....	.749	.756	33.28	33.84	44.4	44.7	.886	.881	41.43	41.91	46.8	47.5
Electrical manufacturing.....	.870	.866	40.38	39.97	46.4	46.2	1.296	1.284	62.47	61.35	48.2	47.8
Furniture ².....	.837	.850	38.62	41.91	46.2	49.3	1.081	1.104	50.17	53.27	46.4	48.2
Hosiery and knit goods.....	.691	.698 _r	32.88	31.97 _r	47.6	45.8 _r	1.116	1.122 _r	49.17	49.38 _r	44.1	44.0
Iron and steel ³.....	.909	.886 _r	40.30	37.45 _r	44.3	42.3 _r	1.234	1.236 _r	57.25	54.02 _r	46.4	43.7
Leather tanning and finishing.....	.665	.665	29.98	30.09	45.1	45.3	.961	.966	42.89	43.15	44.6	44.7
Lumber and millwork.....	.797	.797	34.60	36.07	43.4	45.3	1.183	1.209	53.73	56.68	45.4	46.9
Meat packing.....	.797	.800	41.19	41.16	51.7	51.5	1.047	1.065	56.29	58.29	53.8	54.7
Paint and varnish.....	.842	.833	37.72	35.99	44.8	43.2	1.061	1.060	51.56	50.67	48.6	47.8
Paper and pulp.....	.760	.763	34.87	35.13	45.9	46.1	.986	.984	48.51	48.74	49.2	49.5
Paper products.....	.738	.728	31.41	31.13	42.6	42.7	1.044	1.047	49.52	49.82	47.4	47.6
Printing—book and job.....	.860	.859	37.73	36.46	43.9	42.4	1.330	1.312	58.91	56.86	44.3	43.3
Printing—news and magazine.....	.783	.808 _r	30.24	31.20 _r	38.6	38.6 _r	1.341	1.340 _r	55.98	56.56 _r	41.7	42.2 _r
Rubber.....	1.065	1.053	50.48	49.70	47.4	47.2	1.352	1.346	66.34	64.88	49.1	48.2
1. Rubber tires and tubes.....	1.123	1.107	52.67	52.69	46.9	47.6	1.419	1.414	69.00	67.24	48.6	47.6
2. Other rubber products.....	.765	.756	38.06	34.23	49.7	45.3	1.231	1.226	61.44	60.55	49.9	49.4
Wool.....	.794	.794	34.37	34.78	43.3	43.8	1.055	1.052	47.64	47.80	45.2	45.4
1. Woolen and worsted goods.....	.807	.807	34.29	34.58	42.5	42.9	1.038	1.036	47.63	47.72	45.9	46.1
2. Other woolen products ⁴.....	.763	.763	34.58	35.30	45.3	46.3	1.073	1.071	47.65	47.90	44.4	44.7
Foundries and machine shops.....	.955	.955 _r	45.58	46.03 _r	47.7	48.2 _r	1.247	1.253 _r	59.89	60.79 _r	48.0	48.5 _r
1. Foundries.....	.930	.927 _r	43.43	43.51 _r	46.7	46.9 _r	1.202	1.200 _r	57.48	57.42 _r	47.8	47.9 _r
2. Machines and machine tools.....	.959	.979 _r	48.33	49.07 _r	50.4	50.1 _r	1.219	1.213 _r	61.31	60.71 _r	50.3	50.1
3. Heavy equipment.....	.956	.956 _r	42.89	45.85 _r	44.8	47.9 _r	1.299	1.328 _r	60.39	64.31 _r	46.5	48.4 _r
4. Hardware and small parts.....	.963	.950 _r	47.76	46.58 _r	49.6	49.0 _r	1.185	1.201 _r	56.34	58.68 _r	47.6	48.9 _r
5. Other products.....	.960	.957	46.62	45.76	48.6	47.8	1.243	1.231	60.43	59.03	48.6	47.9
24 INDUSTRIES ⁵	\$.876	\$.874	\$40.10	\$40.06 _r	45.7	45.8 _r	\$1.200	\$1.204 _r	\$56.12	\$55.80 _r	46.7	46.4 _r
Cement.....	\$.747	\$.743	\$30.31	\$30.16	40.6	40.6	\$.871	\$.864	\$36.29	\$34.58	41.7	40.0
Petroleum refining.....	.947	.956	38.93	40.50	41.1	42.4	1.311	1.295	59.50	58.79	45.4	45.4
26 INDUSTRIES ⁶	\$.875	\$.874	\$40.00	\$39.98 _r	45.6	45.7 _r	\$1.199	\$1.203 _r	\$56.02	\$55.68 _r	46.7	46.3 _r
Aircraft.....	\$1.061	\$1.064	\$45.12	\$44.93	42.5	42.2	\$1.230	\$1.243	\$57.01	\$56.71	46.3	45.6
Shipbuilding.....	1.004	1.009	44.39	43.93	44.2	43.5	1.358	1.411	60.99	66.06	44.9	46.8

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

²Includes wood, metal, and upholstered household and office furniture.

³Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly

ceeded those in January, 1943, by 8.9% and those in 1929 by 66.1%.

"Real" weekly earnings or dollar weekly earnings adjusted for changes in the cost of living rose 0.6% in January. They were 6.3% higher than a year before and 60.0% higher than in 1929.

Hours per week at 45.2 in January were 0.1 hours, or 0.2%, above those in December. In the year since January, 1943, they have advanced 0.9 hours, or 2.0%, and since 1929 they have fallen off 6.1 hours, or 6.4%.

Employment declined 0.9% from December to January but was 1.3% more

than in January, 1943, and 46.7% more than in the year 1929.

Man hours were reduced 0.7% in January but exceeded those of the previous January by 3.4% and those of 1929 by 37.3%.

Payrolls at 264.1 (1923=100) in January had fallen off 0.4% since December. In the year since January, 1943, they have risen 10.3% and 143.6% since 1929.

Manufacturing wage earners received \$1.045 for each hour of work in January, 1944, or the highest earnings of any month since these surveys were begun. Because their work week was slightly longer, their

earnings and average hours per week are derived from the average number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

⁴Principally rugs.

⁵Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

⁶Revised series; data from July, 1942 available upon request.

^aIndexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

^{n.a.}Not available for publication; included in total indexes.

^rRevised.

dollar weekly earnings rose to \$47.42 which, with the exception of October and November, 1943, was higher than ever before. "Real" weekly earnings, or the quantity of goods and services that could be purchased with dollar weekly income, also rose in January.

Manufacturing operations represented a somewhat smaller number of man hours, and payrolls disbursed were smaller than during the latter part of 1943 but greater than in any other previous month.

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Cost of Living in February

LIVING costs on a wartime budget for wage earners' families in the United States continued downward in February with a decline of 0.5%. Food prices were 1.4% lower, mainly the result of reductions in retail prices of eggs and green

housing, which continued unchanged. Fuel and light costs recorded the greatest advance, 0.9%, owing to a 45¢ per ton increase in anthracite prices granted the producers by the Office of Price Administration. This compensated for increased costs

month occurred in clothing costs, 0.4%, and in the sundries items, 0.1%. THE CONFERENCE BOARD's index at 103.4 (1923=100) in February was only 1.5% above a year ago, and 20.2% more than in January, 1941, base month of the Little Steel formula. The purchasing value of the 1923 dollar was 96.7 cents in February, com-

COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1943 February.....	101.9	110.0a	90.8	88.6	98.1	79.0	92.3	67.3	94.9	106.5	98.1
March.....	103.0	112.8	90.8	88.6	98.1	79.0	92.4	67.3	94.9	106.5	97.1
April.....	104.0	115.4	90.8	88.6	98.1	79.0	92.5	67.3	94.9	106.5	96.2
May.....	104.2	115.8	90.8	88.5	98.2	78.7	92.6	67.3	94.9	106.7	96.0
June.....	104.3	115.8	90.8	88.6	98.3	78.9	92.5	67.3	94.9	107.1	95.9
July.....	103.1	112.4	90.8	88.9	98.5	79.3	92.5	67.2	94.6	107.2	97.0
August.....	102.8	111.4	90.8	89.3	99.1	79.5	92.6	67.2	94.6	107.3	97.3
September.....	103.1	112.0	90.8	89.8	99.5	80.1	92.6	67.2	94.6	107.4	97.0
October.....	103.7	112.6	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944 January.....	103.9	111.1b	90.8	91.2	100.4	82.0	95.1	67.2	94.6	110.5	96.2
February.....	103.4	109.6c	90.8	91.6	101.0	82.1	96.0	67.2	94.6	110.6	96.7
Percentage Change											
Jan. 1944 to Feb. 1944.....	-0.5	-1.4	0	+0.4	+0.6	+0.1	+0.9	0	0	+0.1	+0.5
Feb. 1943 to Feb. 1944.....	+1.5	-0.4	0	+3.4	+3.0	+3.9	+4.0	-0.1	-0.3	+3.8	-1.4

¹Since October, 1943; data on housing collected quarterly, January 15, April 15, July 15, and October 15.

²Includes fuel as well as electricity and gas.

^aBased on food price indexes of THE CONFERENCE BOARD for February 15, 1943.

^bBased on food price indexes for January 15, 1944.

^cBased on food price indexes for February 15, 1944.

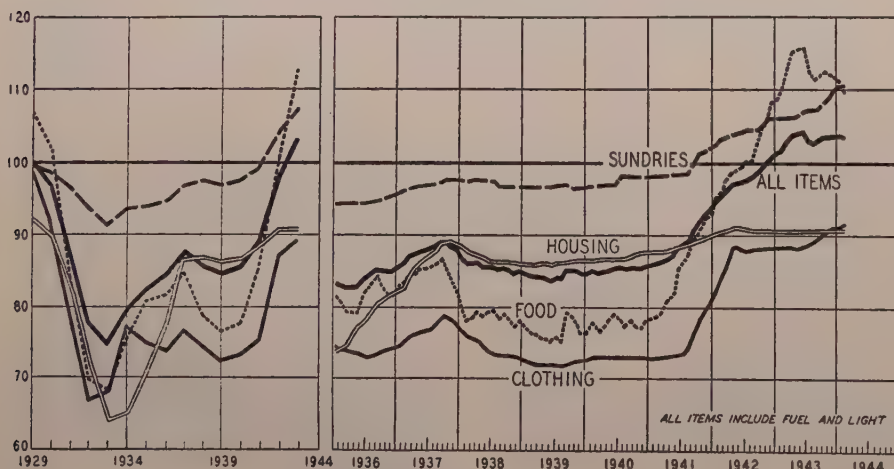
vegetables. All other components of the index increased with the exception of resulting from operation of the coal mines seven days a week. Other rises over the

pared with 98.1 cents in the same month of 1943.

Cost of Living in the United States

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



In fifty-one of the sixty-three industrial cities which are surveyed regularly by THE CONFERENCE BOARD, living costs were lower in the month ending February 15. The greatest decline, 2.3%, occurred in Newark, but there were also decreases of 1.0% or more in Memphis, Philadelphia and Wilmington, Delaware. In ten cities—Cleveland, Des Moines, Fall River, Green Bay, Minneapolis, New Haven, Omaha, Providence, Syracuse and Wausau—rises took place, while in two others, Muskegon and Sacramento, no change occurred. Since February, 1943, living costs have decreased in four cities: Detroit, Philadelphia, Rockford, and Portland (Oregon).

Revised indexes for Chicago are published this month and data for the complete series are available upon request.

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COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944		Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944
Akron						Chicago²					
Food.....	147.1	149.2	150.1	-1.4	-2.0	Food.....	138.1	139.4	139.9	-0.9	-1.3
Housing ¹	113.7	113.7	113.7	0	0	Housing ¹	105.8	105.8	105.5	0	+0.3
Clothing.....	124.7	123.8	121.3	+0.7	+2.8	Clothing.....	128.0	126.9	122.5	+0.9	+4.5
Fuel and light.....	111.4	110.7	110.8	+0.6	+0.5	Fuel and light.....	99.0	98.9	97.4	+0.1	+1.6
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	125.2	125.0	124.7	+0.2	+0.4
Sundries.....	116.0	115.9	109.8	+0.1	+5.6	Sundries.....	114.8	114.8	112.0	0	+2.5
Weighted Total....	125.4	125.8	124.1	-0.3	+1.0	Weighted Total....	121.2	121.5	120.3	-0.2	+0.7
Atlanta						Cincinnati					
Food.....	148.1	148.8	140.2	-0.5	+5.6	Food.....	136.5	137.6	139.1	-0.8	-1.9
Housing ¹	99.2	99.2	99.2	0	0	Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	124.8	124.8	123.7	0	+0.9	Clothing.....	134.8	133.6	128.7	+0.9	+4.7
Fuel and light.....	112.5	112.2	109.4	+0.3	+2.8	Fuel and light.....	105.5	105.5	102.9	0	+2.5
Housefurnishings.....	117.9	117.9	117.1	0	+0.7	Housefurnishings.....	124.5	124.5	124.1	0	+0.3
Sundries.....	113.6	113.6	110.6	0	+2.7	Sundries.....	110.8	110.7	107.8	+0.1	+2.8
Weighted Total....	123.0	123.2	119.2	-0.2	+3.2	Weighted Total....	120.9	121.1	120.1	-0.2	+0.7
Baltimore						Cleveland					
Food.....	148.5	150.4	146.8	-1.3	+1.2	Food.....	138.6	136.9	136.0	+1.2	+1.9
Housing ¹	103.2	103.2	103.2	0	0	Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	124.0	122.1	120.5	+1.6	+2.9	Clothing.....	131.8	129.5	126.9	+1.8	+3.9
Fuel and light.....	109.6	107.9	105.0	+1.6	+4.4	Fuel and light.....	104.5	104.5	102.4	0	+2.1
Housefurnishings.....	136.1	133.4	130.6	+2.0	+4.2	Housefurnishings.....	122.2	122.0	118.2	+0.2	+3.4
Sundries.....	118.7	118.7	110.3	0	+7.6	Sundries.....	115.5	115.5	114.4	0	+1.0
Weighted Total....	127.0	127.2	123.3	-0.2	+3.0	Weighted Total....	122.7	121.9	120.7	+0.7	+1.7
Birmingham						Dallas					
Food.....	151.5	154.0	143.9	-1.6	+5.3	Food.....	145.6	146.7	141.9	-0.7	+2.6
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	128.3	127.5	124.7	+0.6	+2.9	Clothing.....	125.3	124.1	122.8	+1.0	+2.0
Fuel and light.....	103.3	103.3	99.0	0	+4.3	Fuel and light.....	93.3	93.3	93.3	0	0
Housefurnishings.....	117.8	117.8	117.8	0	0	Housefurnishings.....	128.3	128.3	127.9	0	+0.3
Sundries.....	112.9	112.9	110.7	0	+2.0	Sundries.....	112.7	112.7	110.1	0	+2.4
Weighted Total....	124.1	124.7	120.5	-0.5	+3.0	Weighted Total....	121.9	122.1	119.8	-0.2	+1.8
Boston						Dayton					
Food.....	134.6	135.3	135.3	-0.5	-0.5	Food.....	141.7	143.6	140.5	-1.3	+0.9
Housing ¹	103.5	103.5	103.6	0	-0.1	Housing ¹	105.9	105.9	105.1	0	+0.8
Clothing.....	127.3	127.0	125.1	+0.2	+1.8	Clothing.....	122.7	122.7	121.5	0	+1.0
Fuel and light.....	123.5	122.4	120.7	+0.9	+2.3	Fuel and light.....	105.6	105.6	103.8	0	+1.7
Housefurnishings.....	122.5	122.5	122.5	0	0	Housefurnishings.....	127.9	127.9	127.5	0	+0.3
Sundries.....	113.7	113.7	111.9	0	+1.6	Sundries.....	113.1	113.1	107.2	0	+5.5
Weighted Total....	121.5	121.7	120.9	-0.2	+0.5	Weighted Total....	121.9	122.6	119.7	-0.6	+1.8
Bridgeport						Denver					
Food.....	140.3	140.8	139.8	-0.4	+0.4	Food.....	146.8	148.9	141.3	-1.4	+3.9
Housing ¹	106.5	106.5	106.6	0	-0.1	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	127.9	127.9	124.9	0	+2.4	Clothing.....	127.3	127.3	121.6	0	+4.7
Fuel and light.....	120.4	119.0	115.6	+1.2	+4.2	Fuel and light.....	101.3	101.2	97.4	+0.1	+4.0
Housefurnishings.....	126.4	126.4	126.4	0	0	Housefurnishings.....	127.6	126.0	122.4	+1.3	+4.2
Sundries.....	125.5	125.5	115.3	0	+8.8	Sundries.....	117.7	117.7	110.1	0	+6.9
Weighted Total....	126.4	126.5	123.0	-0.1	+2.8	Weighted Total....	124.9	125.6	120.0	-0.6	+4.1
Buffalo						Des Moines					
Food.....	140.1	142.3	141.6	-1.5	-1.1	Food.....	138.9	139.1	143.6	-0.1	-3.3
Housing ¹	114.3	114.3	114.7	0	-0.3	Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	119.2	119.2	118.0	0	+1.0	Clothing.....	131.4	131.4	126.9	0	+3.5
Fuel and light.....	112.3	109.8	106.2	+2.3	+5.7	Fuel and light.....	120.9	120.4	108.7	+0.4	+11.2
Housefurnishings.....	128.1	128.1	126.1	0	+1.6	Housefurnishings.....	130.0	123.8	123.8	+5.0	+5.0
Sundries.....	109.9	109.9	109.2	0	+0.6	Sundries.....	112.5	112.4	111.0	+0.1	+1.4
Weighted Total....	122.3	122.8	122.0	-0.4	+0.2	Weighted Total....	121.8	121.6	121.0	+0.2	+0.7
Chattanooga						Detroit					
Food.....	152.4	155.0	144.7	-1.7	+5.3	Food.....	144.8	148.2	151.0	-2.3	-4.1
Housing ¹	103.3	103.3	103.7	0	-0.4	Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	119.5	119.5	118.4	0	+0.9	Clothing.....	128.7	128.7	125.3	0	+2.7
Fuel and light.....	93.3	93.3	89.9	0	+3.8	Fuel and light.....	111.4	111.4	107.4	0	+3.7
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	125.3	125.3	122.1	0	+2.6
Sundries.....	112.8	112.7	107.3	+0.1	+5.1	Sundries.....	120.5	120.4	115.8	+0.1	+4.1
Weighted Total....	123.4	124.3	119.0	-0.7	+3.7	Weighted Total....	125.6	126.7	125.8	-0.9	-0.2

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

²Revised data, not comparable with indexes previously published. Data for earlier months available upon request.

^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944		Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944
Duluth						Indianapolis					
Food.....	136.9	140.6	140.9	-2.6	-2.8	Food.....	140.6	143.3	140.3	-1.9	+0.2
Housing ¹	100.2	100.2	100.1	0	+0.1	Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	132.0	130.7	124.6	+1.0	+5.9	Clothing.....	124.5	124.1	119.9	+0.3	+3.8
Fuel and light.....	106.1	106.2	100.0	-0.1	+6.1	Fuel and light.....	112.1	111.1	105.0	+0.9	+6.8
Housefurnishings.....	138.2	138.2	129.7	0	+6.6	Housefurnishings.....	124.7	124.7	124.7	0	0
Sundries.....	111.0	111.0	109.7	0	+1.2	Sundries.....	116.0	116.0	112.0	0	+3.6
Weighted Total.....	120.6	121.7	120.1	-0.9	+0.4	Weighted Total.....	123.0	123.8	120.8	-0.6	+1.8
Erie, Pa.						Kansas City, Mo.					
Food.....	151.7	153.1	152.3	-0.9	-0.4	Food.....	133.6	135.0	133.6	-1.0	0
Housing ¹	109.9	109.9	109.9	0	0	Housing ¹	105.2	105.2	105.2	0	0
Clothing.....	135.7	135.4	133.7	+0.2	+1.5	Clothing.....	126.5	126.0	121.7	+0.4	+3.9
Fuel and light.....	114.9	112.7	109.3	+2.0	+5.1	Fuel and light.....	109.8	108.7	107.9	+1.0	+1.8
Housefurnishings.....	130.1	130.2	129.8	-0.1	+0.2	Housefurnishings.....	123.5	121.4	120.9	+1.7	+2.2
Sundries.....	121.4	121.3	118.6	+0.1	+2.4	Sundries.....	120.6	120.6	113.5	0	+6.3
Weighted Total.....	130.0	130.2	129.0	-0.2	+0.8	Weighted Total.....	121.4	121.6	118.7	-0.2	+2.3
Fall River						Lansing					
Food.....	134.9	134.9	138.9	0	-2.9	Food.....	162.6	163.5	158.7	-0.6	+2.5
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	131.3	131.3	118.8	0	+10.5	Clothing.....	129.8	129.8	124.1	0	+4.6
Fuel and light.....	117.5	116.3	115.5	+1.0	+1.7	Fuel and light.....	105.3	104.4	100.6	+0.9	+4.7
Housefurnishings.....	114.3	114.3	114.3	0	0	Housefurnishings.....	135.1	134.8	129.5	+0.2	+4.3
Sundries.....	120.4	120.4	116.0	0	+3.8	Sundries.....	119.7	119.7	115.5	0	+3.6
Weighted Total.....	123.2	123.1	122.0	+0.1	+1.0	Weighted Total.....	128.3	128.4	124.8	-0.1	+2.8
Front Royal, Va.						Los Angeles					
Food.....	Publication of indexes has been discontinued pending revision					Food.....	147.0	149.2	145.3	-1.5	+1.2
Housing.....						Housing ¹	104.6	104.6	104.6	0	0
Clothing.....						Clothing.....	121.3	121.3	119.0	0	+1.9
Fuel and light.....						Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....						Housefurnishings.....	124.2	123.9	123.8	+0.2	+0.3
Sundries.....						Sundries.....	113.1	113.0	107.1	+0.1	+5.6
Weighted Total.....						Weighted Total.....	122.2	122.9	119.8	-0.6	+2.0
Grand Rapids						Louisville					
Food.....	145.8	146.7	145.0	-0.6	+0.6	Food.....	143.6	144.7	139.5	-0.8	+2.9
Housing ¹	106.5	106.5	106.6	0	-0.1	Housing ¹	103.9	103.9	104.5	0	-0.6
Clothing.....	131.1	130.9	121.9	+0.2	+7.5	Clothing.....	121.8	121.5	120.1	+0.2	+1.4
Fuel and light.....	110.5	110.5	108.5	0	+1.8	Fuel and light.....	112.9	112.9	109.8	0	+2.8
Housefurnishings.....	139.1	139.1	132.7	0	+4.8	Housefurnishings.....	128.1	127.9	127.7	+0.2	+0.3
Sundries.....	119.2	119.2	115.8	0	+2.9	Sundries.....	109.4	109.4	107.8	0	+1.5
Weighted Total.....	126.3	126.5	124.0	-0.2	+1.9	Weighted Total.....	122.8	123.1	120.6	-0.2	+1.8
Green Bay, Wis.						Macon					
Food.....	132.7	134.4	128.1	-1.3	+3.6	Food.....	149.3	151.0	145.8	-1.1	+2.4
Housing ¹	100.4	100.4	100.6	0	-0.2	Housing ¹	115.9	115.9	115.9	0	0
Clothing.....	131.0	129.2	125.9	+1.4	+4.1	Clothing.....	124.9	124.4	116.8	+0.4	+6.9
Fuel and light.....	107.3	107.3	102.0	0	+5.2	Fuel and light.....	101.4	100.1	99.3	+1.3	+2.1
Housefurnishings.....	125.8	124.4	123.2	+1.1	+2.1	Housefurnishings.....	137.5	137.5	129.3	0	+6.3
Sundries.....	114.4	113.1	111.0	+1.1	+3.1	Sundries.....	117.8	117.2	115.5	+0.5	+2.0
Weighted Total.....	119.8	119.7	116.2	+0.1	+3.1	Weighted Total.....	127.9	128.1	124.5	-0.2	+2.7
Houston						Meadville, Pa.					
Food.....	140.5	143.5	138.0	-2.1	+1.8	Food.....	144.7	145.7	144.3	-0.7	+0.3
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	110.8	110.8	110.8	0	0
Clothing.....	126.1	126.1	124.2	0	+1.5	Clothing.....	117.7	117.4	117.1	+0.3	+0.5
Fuel and light.....	90.2	90.2	90.2	0	0	Fuel and light.....	112.1	112.1	107.3	0	+4.5
Housefurnishings.....	115.5	118.4	114.7	-2.4	+0.7	Housefurnishings.....	135.7	133.7	128.7	+1.5	+5.4
Sundries.....	111.5	111.4	109.2	+0.1	+2.1	Sundries.....	121.2	121.2	112.5	0	+7.7
Weighted Total.....	119.5	120.5	117.8	-0.8	+1.4	Weighted Total.....	125.3	125.5	122.4	-0.2	+2.4
Huntington, W. Va.						Memphis					
Food.....	146.4	148.9	141.2	-1.7	+3.7	Food.....	155.7	160.8	152.0	-3.2	+2.4
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	109.4	109.4	109.4	0	0
Clothing.....	126.2	124.7	118.3	+1.2	+6.7	Clothing.....	132.1	130.7	128.0	+1.1	+3.2
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	99.7	99.3	99.9	+0.4	-0.2
Housefurnishings.....	128.2	128.2	124.0	0	+3.4	Housefurnishings.....	128.8	128.8	127.5	0	+1.0
Sundries.....	111.8	111.7	110.9	+0.1	+0.8	Sundries.....	107.5	107.5	105.7	0	+1.7
Weighted Total.....	124.8	125.4	121.6	-0.5	+2.6	Weighted Total.....	124.9	126.2	122.8	-1.0	+1.7

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

²Revised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944		Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944
Milwaukee						Parkersburg, W. Va.					
Food.....	137.1	138.8	138.6	-1.2	-1.1	Food.....	143.0	144.4	142.5	-1.0	+0.4
Housing ¹	103.4	103.4	103.3	0	+0.1	Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	132.8	132.6	128.0	+0.2	+3.8	Clothing.....	124.7	124.1	123.9	+0.5	+0.6
Fuel and light.....	109.5	109.1	104.2	+0.4	+5.1	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	127.2	127.2	125.3	0	+1.5	Housefurnishings.....	126.0	125.9	124.6	+0.1	+1.1
Sundries.....	114.9	114.8	112.5	+0.1	+2.1	Sundries.....	111.2	111.2	109.3	0	+1.7
Weighted Total.....	121.5	121.9	120.3	-0.3	+1.0	Weighted Total.....	123.0	123.4	122.1	-0.3	+0.7
Minneapolis						Philadelphia					
Food.....	148.1	147.5	140.8	+0.4	+5.2	Food.....	137.7	141.7	143.6	-2.8	-4.1
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	102.9	102.9	102.9	0	0
Clothing.....	133.1	132.0	124.9	+0.8	+6.6	Clothing.....	128.4	128.4	122.4	0	+4.9
Fuel and light.....	105.1	104.7	99.1	+0.4	+6.1	Fuel and light.....	111.7	109.5	107.0	+2.0	+4.4
Housefurnishings.....	121.8	121.9	122.2	-0.1	-0.3	Housefurnishings.....	120.7	120.7	121.0	0	-0.2
Sundries.....	114.5	114.5	112.5	0	+1.8	Sundries.....	112.5	112.5	110.6	0	+1.7
Weighted Total.....	124.5	124.1	120.2	+0.3	+3.6	Weighted Total.....	122.1	123.4	122.7	-1.1	-0.5
Muskegon						Pittsburgh					
Food.....	156.4	156.4	158.9	0	-1.6	Food.....	140.4	142.0	141.0	-1.1	-0.4
Housing ¹	115.2	115.2	115.2	0	0	Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.4	129.5	122.7	-0.1	+5.5	Clothing.....	128.0	127.4	124.6	+0.5	+2.7
Fuel and light.....	114.6	114.6	110.7	0	+3.5	Fuel and light.....	111.7	111.4	110.0	+0.3	+1.5
Housefurnishings.....	121.0	120.6	118.8	+0.3	+1.9	Housefurnishings.....	118.5	118.2	117.2	+0.3	+1.1
Sundries.....	113.0	113.1	109.6	-0.1	+3.1	Sundries.....	114.5	114.5	111.3	0	+2.9
Weighted Total.....	128.0	128.0	126.6	0	+1.1	Weighted Total.....	122.7	123.2	121.6	-0.4	+0.9
Newark						Portland, Ore.					
Food.....	136.4	144.0	135.2 ^r	-5.3	+0.9	Food.....	143.3	144.6	147.5	-0.9	-2.8
Housing ¹	101.4	101.4	101.4	0	0	Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	125.8	124.8	120.3	+0.8	+4.6	Clothing.....	135.6	135.6	127.4	0	+6.4
Fuel and light.....	107.1	106.1	104.1 ^r	+0.9	+2.9	Fuel and light.....	124.7	124.7	124.3	0	+0.3
Housefurnishings.....	131.5	131.4	129.3	+0.1	+1.7	Housefurnishings.....	119.9	119.9	119.0	0	+0.8
Sundries.....	115.1	115.1	109.9 ^r	0	+4.7	Sundries.....	112.1	112.1	112.1	0	0
Weighted Total.....	121.4	124.2	118.9 ^r	-2.3	+2.1	Weighted Total.....	124.8	125.2	125.2	-0.3	-0.3
New Haven						Providence					
Food.....	134.7	134.7	135.7	0	-0.7	Food.....	141.2	140.2	137.3	+0.7	+2.8
Housing ¹	105.3	105.3	105.3	0	0	Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	123.4	123.6	120.1	-0.2	+2.7	Clothing.....	130.0	130.1	117.7	-0.1	+10.5
Fuel and light.....	112.4	110.9	109.8	+1.4	+2.4	Fuel and light.....	115.6	114.5	113.7	+1.0	+1.7
Housefurnishings.....	124.4	124.4	124.4	0	0	Housefurnishings.....	126.5	126.5	125.3	0	+1.0
Sundries.....	108.3	108.3	106.9	0	+1.3	Sundries.....	116.8	116.8	112.0	0	+4.3
Weighted Total.....	118.5	118.4	117.9	+0.1	+0.5	Weighted Total.....	123.5	123.1	119.6	+0.3	+3.3
New Orleans						Richmond					
Food.....	146.9	149.3	146.7	-1.6	+0.1	Food.....	154.8	155.9	143.6	-0.7	+7.8
Housing ¹	110.6	110.6	110.6	0	0	Housing ¹	103.1	103.1	102.7	0	+0.4
Clothing.....	132.0	131.2	127.6	+0.6	+3.4	Clothing.....	120.4	120.4	118.6	0	+1.5
Fuel and light.....	88.2	88.2	89.1	0	-1.0	Fuel and light.....	108.2	108.1	103.9	+0.1	+4.1
Housefurnishings.....	124.0	123.4	123.4	+0.5	+0.5	Housefurnishings.....	121.8	121.8	120.5	0	+1.1
Sundries.....	115.5	115.5	113.8	0	+1.5	Sundries.....	108.0	108.0	107.0	0	+0.9
Weighted Total.....	127.4	128.2	126.2	-0.6	+1.0	Weighted Total.....	122.9	123.2	118.6	-0.2	+3.6
New York						Roanoke, Va.					
Food.....	146.4	148.7	146.4	-1.5	0	Food.....	151.0	153.1	147.1	-1.4	+2.7
Housing ¹	100.8	100.8	100.8	0	0	Housing ¹	119.2	119.2	119.2	0	0
Clothing.....	117.6	117.4	113.9	+0.2	+3.2	Clothing.....	117.0	117.3	113.9	-0.3	+2.7
Fuel and light.....	120.8	118.1	111.1	+2.3	+8.7	Fuel and light.....	107.3	107.3	102.5	0	+4.7
Housefurnishings.....	130.1	130.5	127.7	-0.3	+1.9	Housefurnishings.....	122.4	121.8	121.9	+0.5	+0.4
Sundries.....	111.9	111.9	107.2	0	+4.4	Sundries.....	112.4	112.4	112.1	0	+0.3
Weighted Total.....	123.5	124.2	121.5	-0.6	+1.6	Weighted Total.....	125.7	126.4	123.7	-0.6	+1.6
Omaha						Rochester					
Food.....	146.8	146.3	145.3	+0.3	+1.0	Food.....	145.6	148.2	143.8	-1.8	+1.3
Housing ¹	100.6	100.6	100.6	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	124.9	124.1	120.8	+0.6	+3.4	Clothing.....	130.1	130.0	127.8	+0.1	+1.8
Fuel and light.....	106.8	106.8	104.7	0	+2.0	Fuel and light.....	116.2	113.4	112.2	+2.5	+3.6
Housefurnishings.....	138.5	138.6	130.7	-0.1	+6.0	Housefurnishings.....	135.7	135.7	136.1	0	-0.3
Sundries.....	113.7	113.6	111.9	+0.1	+1.6	Sundries.....	124.8	124.8	121.8	0	+2.5
Weighted Total.....	122.9	122.6	121.0	+0.2	+1.6	Weighted Total.....	126.5	127.1	124.8	-0.5	+1.4

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944		Feb. 1944	Jan. 1944	Feb. 1943	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944
Rockford, Ill.						Spokane					
Food.....	142.1	142.9	144.4	-0.6	-1.6	Food.....	140.3	143.0	140.9	-1.9	-0.4
Housing ¹	138.0	138.0	138.0	0	0	Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.6	124.4	120.7	+0.2	+3.2	Clothing.....	123.6	123.1	121.6	+0.4	+1.6
Fuel and light.....	112.8	112.6	111.4	+0.2	+1.3	Fuel and light.....	133.9	133.8	131.6	+0.1	+1.7
Housefurnishings.....	131.4	131.4	131.3	0	+0.1	Housefurnishings.....	133.0	133.0	132.3	0	+0.5
Sundries.....	112.6	112.6	112.4	0	+0.2	Sundries.....	113.5	113.5	109.7	0	+3.5
Weighted Total.....	128.8	129.0	128.9	-0.2	-0.1	Weighted Total.....	124.2	125.0	122.8	-0.6	+1.1
Sacramento						Syracuse					
Food.....	147.4	147.7	144.9	-0.2	+1.7	Food.....	141.6	142.2	145.4	-0.4	-2.6
Housing ¹	104.1	104.1	104.1	0	0	Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	133.3	131.8	122.4	+1.1	+8.9	Clothing.....	130.2	130.1	126.3	+0.1	+3.1
Fuel and light.....	80.8	80.8	80.8	0	0	Fuel and light.....	116.4	113.9	109.1	+2.2	+6.7
Housefurnishings.....	141.6	142.9	131.9	-0.9	+7.4	Housefurnishings.....	132.0	131.2	127.4	+0.6	+3.6
Sundries.....	117.0	117.0	110.2	0	+6.2	Sundries.....	113.4	113.3	110.9	+0.1	+2.3
Weighted Total.....	125.1	125.1	120.7	0	+3.6	Weighted Total.....	124.8	124.7	124.2	+0.1	+0.5
St. Louis						Toledo					
Food.....	146.3	148.7	142.9	-1.6	+2.4	Food.....	138.8	141.3	141.4	-1.8	-1.8
Housing ¹	106.0	106.0	106.0	0	0	Housing ¹	109.0	109.0	109.1	0	-0.1
Clothing.....	125.9	124.9	122.9	+0.8	+2.4	Clothing.....	124.4	124.2	122.8	+0.2	+1.3
Fuel and light.....	113.9	113.7	109.8	+0.2	+3.7	Fuel and light.....	107.4	107.5	106.1	-0.1	+1.2
Housefurnishings.....	118.5	118.5	118.0	0	+0.4	Housefurnishings.....	123.3	123.3	121.9	0	+1.1
Sundries.....	110.5	109.4	107.3	+1.0	+3.0	Sundries.....	114.6	114.6	110.8	0	+3.4
Weighted Total.....	123.9	124.3	121.2	-0.3	+2.2	Weighted Total.....	121.6	122.4	121.6	-0.7	0
St. Paul						Wausau, Wis.					
Food.....	141.1	142.5	139.2	-1.0	+1.4	Food.....	150.3	150.5	150.1	-0.1	+0.1
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	122.0	122.1	120.0	-0.1	+1.7	Clothing.....	135.3	129.8	125.0	+4.2	+8.2
Fuel and light.....	105.9	105.8	101.3	+0.1	+4.5	Fuel and light.....	109.2	108.6	103.3	+0.6	+5.7
Housefurnishings.....	126.4	126.4	125.6	0	+0.6	Housefurnishings.....	126.0	126.0	123.6	0	+1.9
Sundries.....	114.9	114.9	112.2	0	+2.4	Sundries.....	110.1	110.1	108.5	0	+1.5
Weighted Total.....	121.0	121.5	119.1	-0.4	+1.6	Weighted Total.....	124.3	123.6	121.8	+0.6	+2.1
San Francisco - Oakland						Wilmington, Del.					
Food.....	145.3	147.6	145.7	-1.6	-0.3	Food.....	137.5	143.1	142.9	-3.9	-3.8
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	104.6	104.6	104.0	0	+0.6
Clothing.....	130.1	129.3	122.1	+0.6	+6.6	Clothing.....	129.8	129.7	124.9	+0.1	+3.9
Fuel and light.....	89.4	89.2	88.9	+0.2	+0.6	Fuel and light.....	106.7	105.5	103.4	+1.1	+3.2
Housefurnishings.....	119.2	119.2	119.3	0	-0.1	Housefurnishings.....	120.7	120.7	115.4	0	+4.6
Sundries.....	113.4	113.4	109.9	0	+3.2	Sundries.....	111.7	111.7	109.0	0	+2.5
Weighted Total.....	123.0	123.6	121.1	-0.5	+1.6	Weighted Total.....	121.9	123.8	121.9	-1.5	0
Seattle						Youngstown					
Food.....	151.0	151.5	152.0	-0.3	-0.7	Food.....	147.7	150.5	150.5	-1.9	-1.9
Housing ¹	114.3	114.3	114.3	0	0	Housing ¹	105.6	105.6	105.3	0	+0.3
Clothing.....	121.3	121.2	118.7	+0.1	+2.2	Clothing.....	131.5	131.3	125.6	+0.2	+4.7
Fuel and light.....	116.3	115.7	110.1	+0.5	+5.6	Fuel and light.....	107.0	107.0	104.9	0	+2.0
Housefurnishings.....	120.3	120.3	119.8	0	+0.4	Housefurnishings.....	136.6	134.6	131.8	+1.5	+3.6
Sundries.....	110.8	110.8	108.3	0	+2.3	Sundries.....	110.5	110.5	107.4	0	+2.9
Weighted Total.....	126.1	126.2	124.9	-0.1	+1.0	Weighted Total.....	124.5	125.3	123.4	-0.6	+0.9

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.
²Revised

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

CITY	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	CITY	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	CITY	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	CITY	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944
Evansville, Ind.			Joliet, Ill.¹			Lewistown, Pa.			Trenton, N. J.		
Food.....	-0.6	+3.8	Food.....	-0.3	-1.4	Food.....	-1.1	+3.5	Food.....	-2.2	-0.4
Housing.....	0	0	Housing.....	0	0	Housing.....	0	0	Housing.....	0	0
Clothing.....	-0.1	+2.5	Clothing.....	+0.1	+0.2	Clothing.....	+0.3	+6.8	Clothing.....	+0.5	+5.1
Fuel and light.....	+0.1	+4.6	Fuel and light.....	0	+2.4	Fuel and light.....	0	+6.7	Fuel and light.....	+1.7	+4.4
Housefurnishings.....	+0.1	+3.7	Housefurnishings.....	0	+3.8	Housefurnishings.....	0	+0.1	Housefurnishings.....	0	+0.7
Sundries.....	0	+0.8	Sundries.....	0	+3.1	Sundries.....	0	+1.6	Sundries.....	+0.1	+1.5
Weighted Total.....	-0.2	+2.5	Weighted Total.....	-0.1	+0.7	Weighted Total.....	-0.4	+3.2	Weighted Total.....	-0.8	+1.0

¹Includes Lockport and Rockdale.

COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing ^a		Clothing		Fuel-Light		House Furnishings		Sundries	
	Feb. 1944	Jan. 1944	Feb. 1944	Jan. 1944	Feb. 1944	Jan. 1944	Feb. 1944	Jan. 1944	Feb. 1944	Jan. 1944	Feb. 1944	Jan. 1944	Feb. 1944	Jan. 1944
United States¹	103.5	103.9	110.0	111.5	90.8	90.8	91.6	91.2	96.4	95.6	a	a	110.9	110.7
Akron.....	127.1	127.5	148.1	150.4	113.7	113.7	124.7	123.8	111.4	110.7	118.4	118.4	120.5	120.1
Atlanta.....	123.2	123.3	147.1	147.6	99.2	99.2	124.8	124.8	112.5	112.2	117.7	117.7	115.9	115.7
Baltimore.....	127.1	127.3	146.3	148.2	103.2	103.2	124.0	122.1	109.6	107.9	134.6	132.8	122.5	122.3
Birmingham.....	125.3	125.7	150.9	152.9	105.7	105.7	128.3	127.5	103.3	103.3	117.8	117.8	116.4	116.2
Boston.....	121.8	122.0	134.6	135.5	103.5	103.5	127.3	127.0	123.4	122.4	122.5	122.5	114.5	114.4
Bridgeport.....	126.8	126.9	140.0	140.8	106.5	106.5	127.9	127.9	120.2	118.9	126.4	126.4	127.1	127.0
Buffalo.....	123.0	123.4	140.8	142.9	114.3	114.3	119.2	119.2	112.3	109.9	127.6	127.6	112.1	111.9
Chattanooga.....	124.8	125.4	154.4	157.0	103.3	103.3	119.5	119.5	93.3	93.3	121.5	121.5	115.6	115.3
Chicago ²	121.4	121.7 _r	138.1	139.5 _r	105.8	105.8	128.0	126.9 _r	99.0	98.9 _r	125.1	124.9	116.1	115.9 _r
Cincinnati.....	121.9	122.1	136.8	137.8	100.9	100.9	134.8	133.6	105.5	105.5	124.4	124.4	114.9	114.6
Cleveland.....	123.6	122.8	138.1	136.5	109.7	109.7	131.8	129.5	104.5	104.5	122.2	122.0	118.9	118.7
Dallas.....	123.2	123.2	144.9	145.8	105.6	105.6	125.3	124.1	93.3	93.3	128.2	128.2	118.7	118.3
Dayton.....	123.0	123.6	141.7	143.8	105.9	105.9	122.7	122.7	105.6	105.6	127.8	127.8	117.0	116.8
Denver.....	125.4	126.0	144.9	147.1	105.6	105.6	127.3	127.3	101.5	101.5	125.8	124.8	121.4	121.2
Des Moines.....	123.3	123.1	138.2	138.8	105.3	105.3	131.4	131.4	120.9	120.4	128.1	125.8	117.6	117.3
Detroit.....	126.7	127.4	144.8	147.7	107.0	107.0	128.7	128.7	111.4	111.4	124.4	124.4	124.5	124.1
Duluth.....	121.8	123.0	136.2	140.7	100.2	100.2	132.0	130.7	106.1	106.2	135.8	135.8	116.0	115.8
Erie, Pa.....	131.1	131.2	152.8	154.1	109.9	109.9	135.7	135.4	114.9	112.7	130.0	130.1	124.2	124.0
Fall River.....	123.9	123.6	135.3	134.8	104.3	104.3	131.3	131.3	117.2	116.1	114.3	114.3	122.5	122.3
Front Royal, Va. ³														
Grand Rapids.....	127.9	128.1	146.4	147.4	106.5	106.5	131.1	130.9	110.5	110.5	137.9	137.9	124.1	123.8
Green Bay, Wis.....	120.9	120.6	133.1	134.1	100.4	100.4	131.0	129.2	107.3	107.3	124.9	124.0	118.9	117.6
Houston.....	121.3	121.9	141.0	143.3	105.7	105.7	126.1	126.1	90.2	90.2	115.1	116.6	117.4	116.9
Huntington, W. Va.....	125.9	126.3	146.3	148.5	111.7	111.7	126.2	124.7	100.0	100.0	128.2	128.2	115.9	115.7
Indianapolis.....	124.6	125.3	140.5	143.9	107.9	107.9	124.5	124.1	112.1	111.1	124.7	124.7	121.4	121.0
Kansas City, Mo.....	122.7	122.8	132.8	134.2	105.2	105.2	126.5	126.0	109.8	108.7	122.7	121.2	123.8	123.5
Lansing.....	129.4	129.4	162.9	163.7	98.0	98.0	129.8	129.8	105.3	104.4	133.1	132.9	124.7	124.4
Los Angeles.....	122.9	123.3	147.7	149.4	104.6	104.6	121.3	121.3	96.2	96.2	124.1	123.9	114.1	113.7
Louisville.....	123.6	123.8	143.6	144.7	103.9	103.9	121.8	121.5	112.9	112.9	128.0	127.9	113.0	112.7
Macon.....	130.1	130.0	148.9	150.2	115.9	115.9	124.9	124.4	101.4	100.1	133.8	133.8	124.3	123.6
Meadville, Pa.....	125.5	125.8	144.0	145.5	110.8	110.8	117.7	117.4	112.1	112.1	134.1	132.6	122.4	122.3
Memphis.....	125.7	126.9	153.9	159.2	109.4	109.4	132.1	130.7	99.7	99.3	128.6	128.6	112.4	112.2
Milwaukee.....	122.5	123.0	137.1	139.3	103.4	103.4	132.8	132.6	109.5	109.1	126.7	126.7	119.4	119.1
Minneapolis.....	125.5	125.2	148.0	147.8	103.7	103.7	133.1	132.0	105.1	104.7	121.9	122.0	119.6	119.4
Muskegon, Mich.....	129.4	129.4	157.4	157.4	115.2	115.2	129.4	129.5	114.6	114.6	120.6	120.2	117.6	117.3
Newark.....	122.6	125.2	137.9	145.2	101.4	101.4	125.8	124.8	107.1	106.1	130.6	130.6	117.8	117.7
New Haven.....	119.3	119.2	135.2	135.3	105.3	105.3	123.4	123.6	112.4	111.0	124.4	124.4	110.3	110.2
New Orleans.....	127.1	127.8	145.5	147.9	110.6	110.6	132.0	131.2	88.2	88.2	123.8	123.4	117.2	117.1
New York.....	123.1	123.8	145.5	147.8	100.8	100.8	117.6	117.4	120.8	118.1	129.7	130.0	111.9	111.8
Omaha.....	124.2	123.9	146.2	145.9	100.6	100.6	124.9	124.1	106.8	106.8	136.2	136.2	119.5	119.2
Parkersburg, W. Va.....	124.0	124.4	143.1	144.6	104.2	104.2	124.7	124.1	94.6	94.6	126.0	125.9	114.7	114.5
Philadelphia.....	122.4	123.7	136.6	140.8	102.9	102.9	128.4	128.4	111.7	109.5	120.9	120.9	115.4	115.3
Pittsburgh.....	123.1	123.5	139.3	140.6	105.7	105.7	128.0	127.4	111.7	111.4	118.1	117.9	117.6	117.5
Portland, Ore.....	125.6	125.9	142.6	143.8	110.0	110.0	135.6	135.6	124.9	124.9	119.8	119.8	115.1	114.9
Providence.....	124.0	123.7	141.1	140.7	103.3	103.3	130.0	130.1	115.6	114.7	126.2	126.2	118.9	118.8
Richmond.....	122.6	123.0	155.3	156.9	103.1	103.1	120.4	120.4	108.2	108.1	121.2	121.2	106.8	106.6
Roanoke, Va.....	126.1	126.7	151.3	153.4	119.2	119.2	117.0	117.3	107.3	107.3	122.3	121.9	113.9	113.7
Rochester.....	126.9	127.2	146.0	148.1	103.9	103.9	130.1	130.0	116.2	113.4	135.7	135.7	125.4	125.2
Rockford, Ill.....	130.2	130.4	142.4	143.5	138.0	138.0	124.6	124.4	113.6	113.1	131.3	131.3	118.4	118.1
Sacramento.....	125.4	125.2	146.5	146.5	104.1	104.1	133.3	131.8	80.8	80.8	141.6	142.8	119.3	119.1
St. Louis.....	124.7	125.0	145.7	148.0	106.0	106.0	125.9	124.9	114.2	114.0	118.3	118.3	114.7	113.5
St. Paul.....	121.9	122.2	140.5	141.9	100.9	100.9	122.0	122.1	105.8	105.6	126.2	126.2	119.5	119.2
San Francisco-Oakland	123.7	124.2	144.7	146.7	100.9	100.9	130.1	129.3	89.4	89.2	119.5	119.5	117.0	116.7
Seattle.....	126.1	126.1	149.8	150.1	114.3	114.3	121.3	121.2	116.3	115.7	120.2	120.2	112.8	112.6
Spokane.....	124.5	125.2	139.2	141.6	102.0	102.0	123.6	123.1	133.9	133.8 _r	132.7	132.7	116.3	116.1
Syracuse.....	126.1	125.9	142.0	142.5	116.2	116.2	130.2	130.1	116.4	113.9	130.6	130.0	117.4	117.2
Toledo.....	123.3	123.9	139.4	141.8	109.0	109.0	124.4	124.2	107.4	107.5	123.0	123.0	118.6	118.3
Wausau, Wis.....	125.2	124.6	150.1	150.7	102.7	102.7	135.3	129.8	109.2	108.6	125.7	125.7	114.9	114.7
Wilmington, Del.....	122.9	124.6	137.4	142.6	104.6	104.6	129.8	129.7	106.6	105.5	120.5	120.5	115.4	115.2
Youngstown.....	125.3	126.0	148.2	150.7	105.6	105.6	131.5	131.3	107.0	107.0	134.8	133.6	113.6	113.4

PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944	Jan. 1944 to Feb. 1944	Feb. 1943 to Feb. 1944
	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944	to Feb. 1944
Evansville, Ind.....	-0.2	+3.6	-0.7	+4.8	0	0	-0.1	+2.5	+0.1	+4.6	+0.1	+3.5	+0.3	+4.0
Joliet, Ill. ⁴	-0.2	+1.5	-0.7	-1.4	0	0	+0.1	+0.2	0	+2.4	0	+2.8	+0.2	+5.2
Lewistown, Pa.....	-0.3	+3.2	-0.9	+3.3	0	0	+0.3	+6.8	0	+6.7	0	+0.1	+0.1	+2.4
Trenton, N. J.....	-0.9	+0.7	-2.2	-2.2	0	0	+0.5	+5.1	+1.7	+4.4	0	+0.6	-0.1	+2.9

¹1923=100. ²Data on rents are collected quarterly (January 15; April 15; July 15; and October 15). It is assumed no change has occurred since January 15, 1944. ³Revised data, not comparable with indexes previously published. Data for earlier months available upon request. ⁴Includes Lockport and Rockdale. ⁵Publication of indexes has been discontinued pending revision. ^aIncluded in sundries. ^rRevised.

Strikes and Turnover Rates

THE Mechanics Educational Society of America, an independent union, on February 4 called out on strike 25,000 of its member mechanics in over forty Michigan and Ohio war plants. A partial list of the plants affected appears in the accompanying table. It was protesting the fact that the National Labor Relations Board had agreed to a request of the United Automobile Workers (CIO) that a bargaining election be held at the Willys-Overland plant in Toledo, Ohio. The War Labor Board threatened to apply sanctions against the strikers. The leaders of the union refused to appear before the board and show cause why this should not be done, but on February 7 a truce was effected. The board then asked President

Roosevelt, on February 8, to institute civil damage suits against the strikers. At the same time it asked him to seize the struck plants and apply the penalties of the war labor disputes act to the union and its officers if any further trouble ensued.

Seeks Seat on Board

On February 9, representatives of the MESA requested the President to investigate the fact that the CIO and AFL only are represented on the WLB and they appealed for independent union representation. They stated that the CIO and AFL groups spread the idea that the only way for workers to get a favorable ruling from the board was to join either one of their

organizations, thereby forcing out independent unions.

Another strike worthy of mention occurred on February 14 when an initial group of 200 city water and power department employees, members of the International Brotherhood of Electrical Workers (AFL), remained away from work in Los Angeles, California. This number was soon raised to 2,590. The previous week they had been granted a \$5-a-month raise instead of the \$15-a-month increase originally requested and this caused them to strike.

Until February 21, the strikers gave their assurance that war industries would not suffer as a result of any stoppage in electrical service. A violent wind, rain, and hail storm, however, caused serious breaks in the system. As a result all the city schools closed, 125,000 homes and business places were blacked out and work was

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes ¹			Production ² (1935-1939 =100)	Turnover Rate per 100 Employees ¹					Accessions ⁷
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscellaneous ⁴	Discharges ⁵	Layoffs ⁶	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	p3,750	p3,300	p13,500	p258	p66.70	p62.01	p10.56	p7.11	p7.02	p89.55
1942 December.....	147	59	193	239	6.37	3.71	1.50	.46	.70	6.92
1943 January ⁸	195	90	450	242	7.11	4.45	1.40	.52	.74	8.28
February.....	210	42	140	247	7.04	4.65	1.35	.50	.54	7.87
March.....	260	72	230	251	7.69	5.36	1.24	.57	.52	8.32
April.....	395	225	675	255	7.54	5.41	.96	.53	.64	7.43
May.....	395	650	1,500	258	6.57	4.81	.76	.55	.45	7.18
June.....	425	975	4,750	259	7.07	5.20	.76	.61	.50	8.40
July.....	375	118	690	260	7.56	5.61	.77	.68	.50	7.83
August.....	335	105	355	r264	8.18	6.30	.75	.67	.46	7.62
September.....	245	67	195	267	8.16	6.29	.72	.62	.53	7.73
October.....	290	215	975	269	7.02	5.19	.68	.64	.51	7.17
November.....	300	500	2,825	268	r6.37	r4.46	r.59	r.63	r.69	r6.62
December.....	325	241	715	r258	p6.39	p4.28	p.58	p.59	p.94	p5.10
1944 January.....	p330	p110	p625	p257	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, September, 1943, p. 386.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN FEBRUARY, 1944¹

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining					
Aluminum Company of America.....	Detroit, Mich.	2/18	2/19	1,300 ^a	¹ Incomplete report based on available information published in the press.
Banner Iron Works.....	St. Louis, Mo.	23	..	100	² Two Brooklyn plants of the marine division were affected.
Bendix Aviation Corporation ²	Brooklyn, N. Y.	9	9	1,716 ^b	³ Mack Avenue plant.
Briggs Manufacturing Company ³	Detroit, Mich.	25	27	6,000	⁴ Outer Drive plant.
Briggs Manufacturing Company ⁴	Detroit, Mich.	28	29	2,000 ^c	⁵ Two plants located in Buchanan and Berrien Springs, Michigan.
Chicago Pneumatic Tool Company.....	Detroit, Mich.	21	23	800	⁶ Steel workers.
Clark Equipment Company ⁵	Michigan ⁵	28	..	1,200	⁷ Blast furnace division.
Combustion Engineering Company, Inc. ⁶	East Monongahela, Pa.	23	..	600	⁸ Core room employees at the Ford production foundry.
Ford Motor Company					⁹ Metal pourers in the Ford production foundry.
Edgewater plant.....	Edgewater, N. J.	5	..	3,000	¹⁰ Foremen in the pressed steel department.
River Rouge plant ⁷	Detroit, Mich.	17	..	40	¹¹ 25 foundries in the Chicago area were affected.
River Rouge plant ⁸	Detroit, Mich.	18	19	1,950	¹² Ecorse plant.
River Rouge plant ⁹	Detroit, Mich.	19	22	1,085 ^d	¹³ Members of the Mechanics Educational Society of America walked out in several cities in Michigan and Ohio. More than forty plants were affected.
River Rouge plant ¹⁰	Detroit, Mich.	25	28	650	¹⁴ Eight collieries and two breakers were closed.
Foundries ¹¹	Chicago, Ill.	7	9	2,000	¹⁵ The strike at the Clairton by-products coke plant crippled production in six Monongahela Valley mills of the corporation. Thousands of war workers were made idle by the strike.
Gear Grinding Machine Co.....	Detroit, Mich.	21	..	1,000	¹⁶ Toolroom employees.
General Motors Corporation					¹⁷ Drivers and helpers.
Chevrolet gear and axle division.....	Detroit, Mich.	2	..	6,500	¹⁸ Employees in the water and power department.
Chevrolet transmission plant.....	Saginaw, Mich.	28	..	350	¹⁹ Employees of Sharpsburg borough's municipally owned light and water plant.
Great Lakes Steel Corporation ¹²	Detroit, Mich.	25	27	6,000	²⁰ Bus drivers.
McInerney Spring & Wire Co.....	Grand Rapids, Mich.	24	26	500	²¹ Employees of five Connecticut trucking companies.
Mechanics ¹³	Ohio and Michigan	4	7	25,000 ^e	
Monroe Coal Mining Company.....	Revoloc, Pa.	9	..	1,000	
Philadelphia and Reading Coal and Iron Company ¹⁴	Shenandoah, Pa.	21	28	8,000	
Sheffield Steel Corporation.....	Houston, Texas	23	..	1,700	
United States Steel Corporation ¹⁵	Clairton, Pa.	25	27	^f	
N. A. Woodworth Company ¹⁶	Ferndale, Mich.	18	19	147	
Miscellaneous					
Dossin Food Products ¹⁷	Detroit, Mich.	28	..	100	
City employees ¹⁸	Los Angeles, Calif.	14	23	2,590 ^g	
City employees ¹⁹	Pittsburgh, Pa.	22	26	18	
Maintenance workers.....	Grand Rapids, Mich.	23	..	^h	
Mound City Cab Company.....	St. Louis, Mo.	2	3	300 ⁱ	
Queens-Nassau Transit Lines, Inc. ²⁰	New York, N. Y.	26	27	35	
Truck drivers ²¹	Connecticut	21	..	500	
Union Railroad Company.....	Homestead, Pa.	27	27	156 ^j	

^a1,300 employees in the sand foundry were made idle as a result of a strike of 9 sawyers and helpers.

^bOf the 1,716 workers affected by the walkout an estimated 900 were union members.

^cApproximately 2,000 were made idle as a result of a wildcat strike of 350 employees in the machine shop.

^d1,000 additional workers were affected by the walkout of 85 metal pourers.

^eAmong the larger plants involved were Cleveland Graphite Bronze Company, Cleveland, Ohio, with 100 workers idle; Detroit Tap & Tool Co., Detroit, Mich., with 1,000 workers idle; Eaton Manufacturing Company, Cleveland, Ohio, with 3,000 workers idle; Eureka Vacuum Cleaner Company, Detroit, Mich., with 1,000 workers idle; Michigan Tool Co., Detroit, Mich., with 1,000 workers idle; Nash-Kelvinator Corporation, Detroit,

Mich., with 2,500 idle; National Acme Company, Cleveland, Ohio, with 1,500 workers idle; S. K. Wellman Co., Cleveland, Ohio, with 1,400 workers idle; and the Willys-Overland Motors, Inc., Toledo, Ohio, with 4,700 workers idle.

^fSeveral hundred.

^g150 war plants were forced to suspend production and 125,000 homes and other business establishments were without power service.

^hStrike caused 21,500 pupils to have an unscheduled vacation.

ⁱLess than 73% of the normal number of taxicabs were operating.

^jStriking employees of the railroad blocked a main switch at the Homestead works of the Carnegie-Illinois Steel Corporation, holding up the work of 8,000 men.

halted in 150 war plants. The strikers refused to repair this damage and on February 22, Mayor Fletcher Bowran requested that the Army intervene. This was done on February 23, when Colonel Rufus W. Putnam, army district engineer, took control. The striking employees returned to work.

This is the first instance of the federal government's seizing a municipally owned utility during the war. It will maintain control until President Roosevelt determines that the existing controversies have been satisfactorily settled.

MONTHLY STRIKE FIGURES

Strikes beginning in January, 1944, according to preliminary estimates of the United States Bureau of Labor Statistics, totaled 330, only slightly above the 325 starting in December, 1943. January was, however, the fourth consecutive month in which a rise occurred since September

when 245 strikes were begun. The number of workers involved in strikes beginning January, however, showed a considerable decline, dropping 54.4% from 241,000 in December to 110,000 in January. The number of man days idle as a result of all strikes during the month was 625,000, which was 12.6% less than the previous month.

TURNOVER RATES IN DECEMBER

The total accession rate declined for the third consecutive month from 7.73 per 100 employees in September to 5.10 in December, 1943, or a drop of 34.0%. Twenty-three per cent of this drop occurred from November to December. This is the lowest point reached since December, 1941, when the rate was 4.76. The wartime peak of the accession rate was 9.15 in September, 1942, a rate which is 79.4% higher than December, 1943.

The total separation rate remained vir-

tually unchanged from November to December, rising only from 6.37 to 6.39. Separations were considerably in excess of accessions during December, a phenomenon which has not occurred recently. In November, separations were .25 per 100 employees less than accessions, but in December they were 1.29, or 25.3%, more than accessions.

The various components of the total separation rate also showed only slight variations. Quits, discharges, and miscellaneous separations declined .18, .01, and .04 per 100 employees, respectively. The increase of .25 or 36.2% in layoffs, however, more than offset these declines. The layoff rate was at the highest point reached since July, 1942, when the rate was 1.05. The wartime low for layoffs was reached in May, 1943, when the rate was .45. The accelerated layoff rate in December was occasioned by high rates for chemicals and allied products, 4.50; lumber and

timber basic products, 2.22; ordnance, 1.58; stone, clay, and glass products, 1.43; and furniture and finished lumber products, 1.02.

The quit rate declined for the fourth consecutive month from 6.30 in August, 1943, (the wartime high) to 4.28 in December, a decrease of 32.1%. Quit rates for men and women are determined separately in selected groups and show that the percentage of women quitting still remains higher than that for men.

ANNUAL TURNOVER RATES

The annual total separation rate increased for the fourth consecutive year and in 1943 reached the largest total on record since the series was started in 1930—86.70 per 100 employees. This is an increase of 12% over the previous year's total of 77.66 and 130% over the low point of 37.71 in 1939. Quits and miscellaneous separations combined were also at

their highest peak, 72.57. Quits alone in the year 1943—62.01—were more than the total figures for quits and miscellaneous separations in any past year. Discharges increased for the fifth consecutive year from a low point of 1.29 in 1938 to 7.11 in 1943, an increase of 451%. Layoffs, however, have decreased steadily since 1938 from an annual total of 40.47 to 7.02, a decrease of 83%.

Annual total accessions increased steadily from 1937, when they were 42.59, to 1942, when they were 91.62, the highest recorded for the series. In 1943, however, a very slight decline took place, bringing the total to 89.55. During the years 1939-1942 accessions were considerably higher than separations and in 1941 were 17.83 per 100 employees in excess of separations. In 1943 the excess was only 2.85.

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Employment in January

A CONTINUATION of the downward trend of employment which began in almost all branches of industry in the closing months of 1943 accompanied the normal seasonal decline in agricultural employment from December to January. The total number at work or in uniform in January was 60.9 million, or 1.4 million fewer than in the closing month of 1943.

In addition to the seasonal decline in trade of almost half a million workers, the reduction of persons on factory payrolls in January was double that of the previous month. Employment in all branches of industry fell off, with the exception of the transportation group.

Despite the declining trend in civilian nonagricultural employment, meeting the year's needs for manpower remains a national problem. On the farm front, peak production goals require the services of a record agricultural army. To meet the needs of the Army and Navy this year, somewhat more than a million men must be garnered from all available sources. New Executive Orders have been issued, aimed at a further narrowing of present deferred classifications.

EMPLOYMENT OF WOMEN

In order to maintain production in essential war industries, especially in areas of acute labor shortage, it is hoped that more women will be lured into the labor force this year. Despite efforts in this direction over the past twelve months, the

number of women workers was only about 2% higher in January, 1944, than in the same month of 1943. In contrast, the nation's female labor force increased 16% in the twelve months of 1942.

Women constituted one-quarter of the civilian working force at the beginning of 1942, and by the end of 1943 approximated one-third.

tion to be turned to the part that women will play in the postwar labor force.

More Postwar Women Workers

An important survey has recently been released covering the postwar working plans of over 65,000 war industry workers in the Southern California area. Four-fifths of these in-migrants expect to remain in Southern California after the war.

Congressman John Z. Anderson of California has estimated that if all who are now working in California were to remain in the labor market at the end of the war and if all the service men from the area were to return there an additional 1.4 million jobs would be needed, or 70%, above the total number at work in April, 1940.

Over 60% of all war industry women polled in California expect to continue working after the war. Factory work has proved particularly attractive to many women, especially those who were formerly domestics, waitresses, clerks or had no work experience. Two-fifths of all women wish to continue in factory employment after the war, although only 3% were on factory payrolls before the war. None of the women previously employed as domestics desires to return to such occupation, although over one-tenth of the women in the sample had been thus employed.

Among the male war workers more than half hoped to do a different type of work after the war. Here again, although only 15% of all the men surveyed had been in

Employment and Unemployment, January, 1942-January, 1944¹
In Thousands

Distribution of Labor Force and Employment	1944	1943		1943	1942
	January ¹	December ¹	November	January	
Unemployment.....	.....	.....	.....	.....	4,665
Excess of employment over economic labor force.....	4,986	6,114	7,162	2,264	.....
Total employment.....	60,929	62,322	63,282	57,696	50,356
Agriculture.....	8,293	8,861	10,109	8,270	8,414
Forestry and fishing.....	164	173	183	178	197
Total industry.....	21,716	22,139	22,303	22,063	20,042
Extraction of minerals.....	670	677	674	734	800
Manufacturing.....	16,084	16,339	16,463	15,797	13,642
Construction.....	1,255	1,433	1,508	2,210	2,366
Transportation.....	2,688	2,671	2,636	2,298	2,195
Public utilities.....	1,019	1,020	1,021	1,025	1,039
Trade, distribution and finance.....	7,463	7,915	7,637	7,384	7,781
Service industries (including Armed Forces).....	21,863	21,782	21,606	18,459	12,785
Miscellaneous industries and services.....	1,430	1,452	1,444	1,342	1,138
Emergency employment ² WPA, CCC, and NYA (out-of-school).....	a	a	a	a	1,344

¹Subject to revision.

²Not included in employment total.

aNYA not available; operations of WPA on the continent were abolished on June 30, 1943; about 21,000 project workers were on work relief in Puerto Rico and the Virgin Islands in November, 1943.

The fact that in the opening month of this year there were almost 4 million more women workers than at the time of our entrance into the war has caused atten-

factory work in peacetime, fully two-thirds desire such work after the war. About 10% of the men in war industry who were spoken to preferred postwar

jobs in the crafts and trades or in stores—about half the percentage so engaged before the war.

A second survey of 80,000 Kaiser shipyard workers in Portland, Oregon, again reveals that the majority of war workers hope to remain in their present geographical location after the war. Despite the uncertainties of the postwar future more than one-quarter of the newcomers to Portland plan to live there permanently and have bought real estate, while 40.5% expect to use their savings for this same purpose. Lodge and church affiliations had been established by 27% of the prospective permanent residents. In this area the major proportion of women industrial employees again indicated their intention to continue in factory work.

A third and national survey conducted by Denson-Frey and Affiliates, Inc. was directed toward discovering women's postwar plans and opportunities. Replies from 50,000 women in civilian producing plants, department stores, offices and retail and wholesale establishments confirm the Los Angeles findings that almost two-thirds of the women working in industry today expect to remain in the labor force.

The consensus of opinion among heads of firms is that women employees have created new industrial jobs that only they can fill and therefore will not deprive returning service men of jobs.

GERTRUDE DEUTSCH

and

CARYL R. FELDMAN

Division of Industrial Economics

"Union Rights and Union Duties"¹

UNION Rights and Union Duties,"¹ aptly subtitled "The Responsibility of Trade Unions to Union Members, to Management, and to the Public," is an outstanding analysis of the injustices—and justices—on the American labor scene.

Mr. Seidman, a recognized authority on American labor history and problems and a staunch advocate of unionism, delves deeply into the activities of labor racketeers and "boss unionists," and recommends ways of ridding the union movement of these cancerous growths. Mr. Seidman does more than muckrake; his realistic approach provides at least a springboard for future action.

The controversial question of the incorporation of trade unions is covered in detail, with numerous quotations from the statements of such leaders of opinion as the late Supreme Court Justice Louis D. Brandeis, the late Samuel Gompers, founder and first president of the American Federation of Labor, and Walter Gordon Merritt, noted attorney and spokesman for the League for Industrial Rights.

PROS AND CONS OF UNION INCORPORATION

The author points out that a number of spokesmen for industry are as opposed to the incorporation of unions as many present-day labor leaders, although their reasons are not always the same. Among the most striking opinions along these lines is that expressed by the subcommittee on labor unions of the City Club of

New York, which Mr. Seidman cites as saying: "Incorporation could place no serious obstacle in the path of racketeering; on the contrary, paper corporations and dummy officers might easily lend themselves to the extension of racketeering activity."

This, of course, is in sharp contrast with the point of view of the majority of union leaders who feel, as Mr. Seidman sums it up, that "what labor fears from incorporation, then, is not greater financial liability but endless law suits, the tying up of union funds, judicial interference in internal union affairs, suits for receivership, and lessened union control over the admission and disciplining of members."

FACTORS FOR SOUND UNIONISM

Throughout the book, certain essential factors are constantly emphasized for the benefit of union members and officers, employers and managers, government officials and the public. Among them are that racketeering exists in a relatively small number of unions, the bulk of American unions being sound, responsible organizations; that union leadership in most instances reflects industrial leadership; that unions must stop interfering with technological development; and that unions must be democratic and honest in all their dealings with members, management and the public.

One of Mr. Seidman's strongly held theories is that unions have come to welcome government intervention in collective bargaining. This is not borne out by recent experience, for one cannot help but

sense a growing mistrust of government interference in this field by certain union leaders and many members.

Another point stressed by the writer is that jurisdictional disputes must be eliminated. The reviewer believes that when all Americans in industry and labor recognize injustices and make up their minds to work together for the elimination of evils there will be less industrial waste, less racketeering, fewer strikes and a more human relationship between employers and employees.

DEFINITE SOLUTIONS NEEDED

In his final chapter, entitled "Toward More Responsible Trade Unions," Mr. Seidman sums up and gives his conception of better unionism for America. Although his thoughts on the subject are brave and true, they unfortunately offer no concrete solutions to the problems outlined in earlier chapters. This section is marked by a number of weak "ifs" and "shoulds," such as: "... some means should be found for strengthening union agreements . . . more attention should be paid by unions and employers to the establishment of arbitration machinery . . . The areas in which strike action is prohibited should be narrowly restricted . . . unions should not be allowed to escape proper financial responsibility, nor should they be permitted to fall short of proper standards, for the protection of workers, employers, and the public alike . . . Much would be gained if the AFL and the CIO, in addition, would each set up a standing committee to receive and investigate complaints of abuses . . ." Definite ways and means of achieving these ends are lacking.

Despite these shortcomings, which we hope will be overcome in a later book, "Union Rights and Union Duties" is a fine job of research and analysis. Mr. Seidman documents his book with facts and quotations from such sources as the LaFollette Committee on Labor's Civil Liberties, the Fair Employment Practices Committee, reports of government commissions on industrial relations in Great Britain and Sweden and reports of the Secretary of Labor, besides statements by many industrial and labor leaders.

This book recommends itself to all those in the field of industrial relations who want to become acquainted with the state of American unions today and their possible shape in the future.

ABRAHAM A. DESSER

Management Research Division

¹ By Joel Seidman, Harcourt, Brace and Co., New York, 238 pp. \$2.50.

Chronology of Labor Relations

February

1 *Industry Pension Fund Launched*

International Ladies' Garment Workers' Union inaugurates what is claimed to be first industry-wide retirement fund in this country, covering 30,000 workers.

2 *WLB Assumes Steel Jurisdiction*

War Labor Board votes unanimously to take jurisdiction on its own initiative in contract disputes between steel workers' union and 500 steel companies.

3 *Workers Defy Union Leaders*

Nearly 7,000 striking employees of Chevrolet Company defy UAW officers' attempts to persuade them to return to work. Strike was in protest at disciplinary layoff of six employees.

4 *Court Upholds Color Distinction*

By two to one, United States Circuit Court of Appeals upholds Selective Service Administration practice of setting separate quotas for Negroes and white men, ruling that this does not constitute illegal discrimination.

Mustering-out Pay Act Signed

President signs bill providing mustering-out pay for veterans of this war. Amounts vary from \$100 to \$300, depending on type and length of service.

WLB Holds Employer Responsible

War Labor Board, in case involving Howard Menu Service, Inc., recommends economic sanctions against company amounting to \$8,237 on ground that company is responsible for violating wage stabilization program.

5 *Strike Because of Voluntary Speed-up*

Two thousand workers at Ford Edge-water plant walk out in dispute between union and company because of company's failure to discharge two test drivers expelled by the union allegedly because workers tested nearly twice the number of cars handled by other union drivers and refused to slow down at the suggestion of a shop steward.

7 *Green Sees No Excuse for Walkouts*

William Green, AFL president, makes strong appeal to unions, calling on American workers "to give all we've got" to the war effort. He holds that

no matter how unjust conditions may become or how sharp the aggravation may be, workers must continue to produce to the limit of their ability until victory is won.

9 *1943 Strike Estimates Announced*

Department of Labor reveals preliminary estimates indicating that in 1943 there were 3,750 strikes as compared with 2,968 in 1942. Persons involved in 1943 strikes numbered 1,900,000.

10 *Union Demands Dues from War Prisoners*

Amalgamated Meat Cutters and Butchers' Workmen of North America (AFL) demands that Nazi prisoners of war working at Seabrook Farms, Inc., in New Jersey have 25¢ checked off weekly from their pay as dues to the union. Government points out that compensation is established by international law and cannot be reduced.

13 *Labor Relations School to be Established*

It is announced from Albany that legislative agreement has been reached providing for a school of industrial and labor relations to be established at Cornell University to develop better understanding of labor relations on the part of management and union officers.

15 *Campaign Gifts Barred*

United States Senate passes unanimously and sends to the House a bill prohibiting both labor organizations and management organizations from making political contributions in connection with federal elections.

18 *Labor Priorities System Extended*

A system of labor priorities, giving most essential war plants first call on men and women registered with USES, is made effective throughout the United States. Extension based on experience in Buffalo and on Pacific coast.

22 *WLB Orders Promotion Plan*

Following hearing on background of issues involved in 62-day strike at Fall River textile mills, WLB directs employers and union to work out procedure for promotions within the plant a major cause of the dispute.

24 *WLB Sued*

Botany Worsted Mills files suit in United States District Court, charging the WLB was seeking to coerce it into accepting decisions of NLRB, and to compel WLB to act on applications for wage increases.

WMC Studies Dismissal Pay

To prevent quitting on war jobs, WMC works on plan to give dismissal pay to war workers who stay on job and also give them high re-employment priority. According to plan, ex-war workers would receive priority for jobs through USES ranking second only to war veterans.

Re-employment Agency Established

Acting on recommendation in Baruch-Hancock report, the President creates a retraining and re-employment administration within the Office of War Mobilization to take care of what the report called "the human side of demobilization." Brigadier General Frank T. Hines, Administrator of Veterans' Affairs, is named to head the new administration.

25 *Women Plan to Retain Jobs*

In poll conducted by Northwestern Mutual Life Insurance Company in Minneapolis, 71% of 2,604 women questioned wish to continue working after the war. Fifty-five per cent of the total were married.

26 *UAW Adopts Strike Ban*

UAW (CIO) makes public plans adopted by international executive board of union to prevent unauthorized strikes. Individuals guilty of unauthorized walkouts will be disciplined and charters of local unions will be revoked if necessary. No-strike pledge of the union will be upheld strongly.

Retroactive Payments Made

Union Pacific Railroad announces that 100,000 man hours have been required to arrange for pay increases totaling \$10,500,000 retroactive to March 15, 1943, under recent agreement.

28 *Supreme Court Defines Bargaining*

Supreme Court rules that individual contracts cannot supersede collective bargaining agreements and may not be used to "forestall collective bargaining or deter self-organization" in case of J. I. Case Company.

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